THE INTERNATIONAL **TEAMSTER** JANUARY 1988

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A UNITED FUTURE FOR THE LABOR MOVEMENT

THE PRESIDENT'S MESSAGE

The ancient Romans named the month of January after their god Janus who is depicted as having two heads, one facing backwards and one forward. Janus thus symbolized the dual nature of the month—the end of one year and the beginning of a new one.

It has probably never been a more appropriate symbol for Teamsters than in January, 1988. With our reaffiliation a fact, we can look back proudly upon thirty years of growth and progress as an independent international union which brought better wages, benefits and working conditions to millions of workers throughout North America.

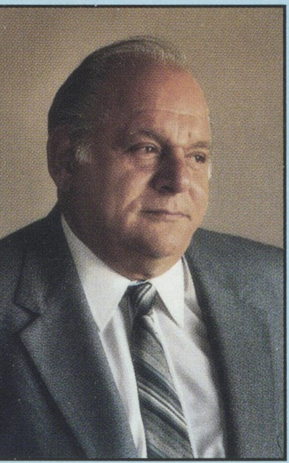
But we should look forward as well to not just a new year, but a new era—an era in which the House of Labor is reunited once again and, reinforced by our presence, will play a major role in determining the economic and political future of the United States.

We will see the American labor movement lead the way in the promotion of education, the widening of voter franchises, fair wages for all who work, freedom from discrimination and bias, and many other areas of social advancement. We will also work to ensure our direct interest in seeing to it that our nation remains strong, self-supporting and capable of safeguarding the rights of all Americans to live and work in dignity.

Trade unions have always pursued their mission in accordance with the necessities and conditions that called them into being. These included such social realities as the size and makeup of families; the distribution of wealth and capital; the location of plants and business; the efforts of international competition on the practices of American industries, professions and businesses; and the varieties and levels of skills needed for effective national employment.

The new era of success that I see for us will depend on our ability to both adapt to and influence the inevitable changes in social and economic structure that already loom on the American horizon. The past few years have made it clear that the labor movement has no greater ability to live in the past than any other human institution.

The use of multinational firms, for example, has vastly changed how unions organize and bargain for the workers that these firms employ. The warping of international trade patterns has had a direct, dramatic and disastrous impact on large segments of the American industrial base. The changes in production, communications and transportation methods have severely altered many conditions of life for those who started their working lives just a couple of decades ago.



Jackie Presser

Many of the successes of the labor movement have, themselves, been instruments of change. Workers' compensation, unemployment compensation, child labor laws, free education, shorter workweeks and workdays, and secure pensions are now accepted parts of our social and economic fabric.

Yet the evidence is clear that labor's successes of the past are facing new and deeply disturbing challenges today. A seemingly intractable trade deficit, the unaccountability of multinational corporations, porous national borders, the critical erosion of our industrial base, the explosive growth of the service sector, population shifts, the majority status of women in the work force and increasingly rapid advances in technology—all of these must be responded to and adjusted to if the American labor movement is to continue in its historic mission of representing the interests and promoting the dignity of working people.

We already know from experience that trade unions must provide the leadership and advocacy for segments of our society that are unable to speak for themselves. The continuing battles for decent minimum wages and the insistence on decent health and safety standards on and off the job will inevitably occupy our energies despite the passage of time and the arrival of change.

But it is imperative that the trade union movement begin now to identify and anticipate social and economic changes and to discuss how to meet and seize the opportunities these changes will bring. Reaction to change is not enough. Intelligent anticipation and adjustment are needed if we are to give our members and potential members the representation they deserve.

We must ensure that the well-being of American workers is not sacrificed to the profits of multinational corporations obtained through slave wages and working conditions abroad. We must convince Congress to address problems such as plant closings, doublebreasting, bankruptcies and violations of workers' rights through strong and effective legislation. And we must demand that the Federal Government disavow any shameful and unconstitutional attacks on free and democratic trade unions.

These are just some of the challenges we face as we enter the new year. Although they are difficult, they are not insurmountable. The American labor movement has consistently proved its ability and willingness to work toward constructive solutions to national problems, and in this new era of labor solidarity I am more confident than ever that we will emerge victorious.

Fraternally,

Jackie Presser

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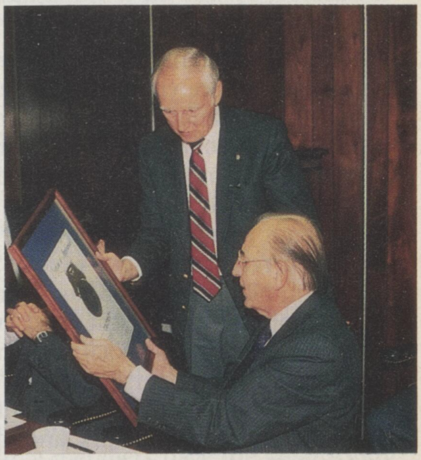

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Teamsters Prepare For Freight Negotiations

Teamster freight industry representatives are completing extensive preparations for the upcoming negotiation of the National Master Freight Agreement, which covers roughly 200,000 members working in the general freight-hauling industry.

The current agreement expires at midnight, March 31, 1988, for Teamsters employed as over-the-road and local cartage drivers, dock workers, mechanics, clerical personnel, and in related occupations. The first meeting between union negotiators and the major collective bargaining organizations for freight industry employers, Trucking Management, Inc. (TMI) and the Motor Carrier Labor Advisory Council (MCLAC), is scheduled for January 14, 1988, in Washington, D.C.

Even though at least 78 large, Teamster-organized carriers employing over 100,000 employees have gone bankrupt or ceased operations since deregulation of the trucking industry in 1980, the National Master Freight Agreement (NMFA) continues to set the standard for wages, benefits and working conditions in the trucking industry. Because the general freight industry is in turmoil, the upcoming round of contract negotiations promises to be one of the most difficult in the history of the NMFA. Profits have been wracked by a ferocious wave of rate cutting that has knocked several more carriers out of business and continues to threaten Teamster jobs. Thus, job protection provisions will be an important component of any negotiated pact.

> ***The contract continues to set the standards for wages, benefits and working conditions in the freight industry.***

Western Conference representatives George Rohrer (left), and Jim Roberts.

The Teamsters' negotiating committee is determined to win the best package possible for the membership. Achieving this goal requires an incredible amount of information about the industry and a clear understanding of exactly what the membership involved wants. Preparations for negotiations have been under way for several months.

Proposed Contract Changes

The first step in negotiating a new agreement with the trucking industry involves soliciting suggestions for changes in the current contract from each of the 277 local unions across the United States which have members covered by the Master Freight agreement. Collecting proposals from all those local unions gives negotiators bargaining insights from Teamsters in every area of the country, not just from their own locals and regions.

Typically, these suggestions for contract changes are developed at local union meetings held specifically to gain rank-and-file input to the bargaining process. The recommendations are then put through a careful system of refinement and review. Ultimately, these suggestions, derived from the members' input, serve as the actual contract demands that are presented to the employer groups at the opening of negotiations.

Shelton Sadler (left), and Charles Piscitello represent the Eastern Conference.

The Teamsters Union received over 7,500 suggestions from its local affiliates for changes in the National Agreement and its Supplements. Members of the International's Research Department read each proposal; broke them down by contract, article, and section; and categorized them by content. Finally, this vast store of information was collated into kits that would be reviewed by the National Freight Industry Negotiating Committee.

> ***The Teamsters' negotiating committee is determined to win the best possible package for the membership.***

The upcoming round of negotiations promises to be one of the most difficult in the history of the Agreement.

General President Jackie Presser serves as Chairman of the Negotiating Committee. At his request, a National Screening Committee, composed of conference freight division directors and two representatives from each of the four U.S. area conferences, met on December 1, 1987, to consider carefully the contract changes suggested by the local unions.

The National Screening Committee concentrated on reviewing proposals that would alter specific language in the Master Agreement or would require an expenditure of money by the employers. The Director of the Teamsters' Freight Division, Jack Yager, headed the massive chore of streamlining the book of proposals into a unified list of national and monetary contract demands. Yager, a member from the Central Conference, was assisted by International Vice President Don West, director of the Southern Conference of Teamsters' Freight Division; Western Conference Freight Chairperson George Rohrer; and Eastern Conference Freight Coordinator Shelton Sadler.

Harold Yates (left), and Raymond Fularczyk, Central Conference Freight representatives.

The other members of the Negotiating Committee were split into Supplemental Area and Industry groups to study special supplemental proposals. Meeting separately in the Central, Eastern, Southern and Western Conference regions on December 3 and 4, the Committee members reviewed the voluminous set of proposals directed at changing non-monetary provisions in the supplemental agreements. Because they contain complicated and crucial language concerning local working conditions, the supplements will receive close scrutiny from union and management negotiators. For example, many locals offered suggestions for improvement in their regional grievance machineries.

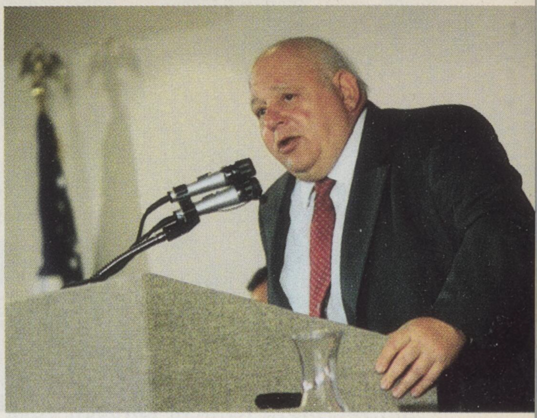
The national and supplemental screenings proved to be an enormous and extremely complex undertaking, considering that the locals often made detailed suggestions on very specific contract provisions. In some cases, the sheer number of similar proposals in certain areas made clear a relatively uniform demand of the membership and compelled the screening committees to give these sections special attention.

Every local, joint council and area conference must organize to achieve the union's bargaining goals.

Yager said that representatives of local unions with jurisdiction under the National Master Freight Agreement would meet in Chicago, December 16. There they will consider the product of the screening committees' deliberations and will develop the list of proposed changes in the current contract that the union will use to open negotiations with the employers.

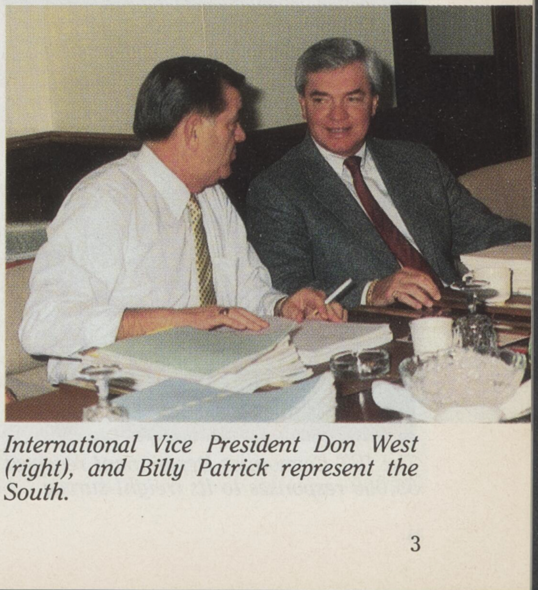
Viewing the input of individual members as crucial to effectively negotiating a new freight agreement, Negotiating Committee Chairman Jackie Presser renewed the Teamster practice of sending a survey to the members covered by the contract. The members' views, as expressed through the survey, will provide critical guidance to union negotiators throughout the contract talks.

On October 27, Presser sent a copy of the survey to all the freight members and included a letter in which he stated, "As Chairman of your National Freight Industry Negotiating Committee, I place the highest priority on obtaining the views of our membership....I believe that it is vitally important that each individual member have input into the development of the union's proposals to the employers."



Presser: "As chairman of your National Freight Industry Negotiating Committee, I place the highest priority on obtaining the views of your membership . . . I believe it is vitally important that each individual member have input into the development of the union's proposals to the employers."

A confidential survey of the membership augments suggestions from local affiliates by reaching out to freight members who, unfortunately, do not regularly attend local union meetings. While members have the opportunity at local union meetings to express their ideas on what directions negotiations should take, sending a questionnaire into the privacy of their own homes guarantees that right even further. There, freight members can take the time to respond to the survey and have their views considered on the



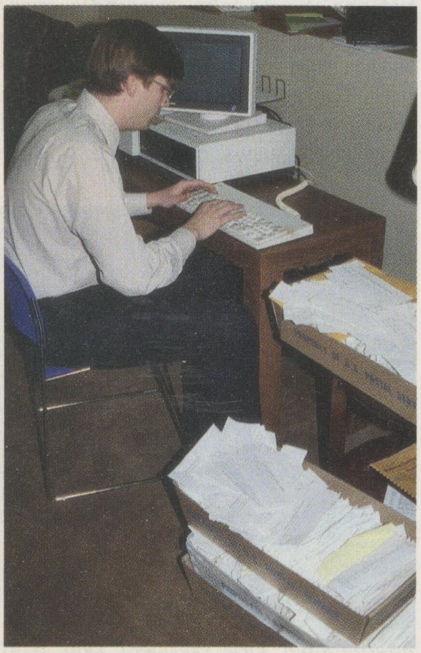
International Vice President Don West (right), and Billy Patrick represent the South.

International Freight Division Director Jack Yager.

contract that will determine the wellbeing of their families.

The confidential survey was divided into several parts that asked the freight members for their opinions on a variety of areas. These included the relative importance of contractual monetary provisions such as health and welfare, pensions, holidays, vacations, sick leave, wages, bonuses, and cost-of-living benefits. Attitudes toward current wages, the new hire rate, the grievance procedure, and the collective bargaining agreement were also assessed. Another section of the questionnaire was dedicated to the on-the-job health and safety concerns of the membership.

Responses were mailed to a central location where they were collected and run through a computer to tabulate the results. The IBT's Economics Department developed a report on the survey results that informs the Negotiating Committee of the members' priorities and views.



The IBT Economics Department received 55,000 responses to its freight survey.

Education, Solidarity and Discipline

Union negotiators will be bargaining in a difficult climate. Deregulation and its resultant rate wars have affected company profits for many carriers. This climate calls for caution but, as always, the Negotiating Committee is committed to addressing the needs of the membership.

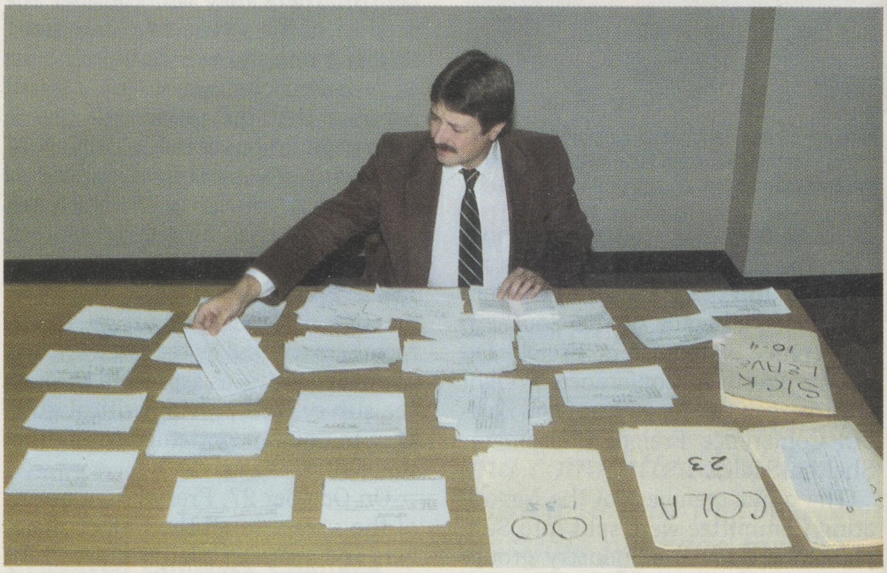
Through collecting suggestions for contract changes from the local unions and surveying the needs of the membership, the National Freight Industry Negotiating Committee shapes its bargaining goals and works to include rank-and-file Teamsters in the collective bargaining process. Now it is important to unite the members around those bargaining goals. Solidarity is essential.

A plan is only as good as the people who carry it out. Every local, joint council, and area conference must organize to achieve the union's bargaining goals. The Negotiating Committee believes that the employers will see it is in their best interest to reach a fair and just agreement without provoking a strike, but nobody knows what the companies will do over the next few months.

Negotiations are always tough. This one promises to be one of the toughest. No matter what the companies do, the union has got to be prepared for every possible situation. Union-wide communications are important because, as in the past, there will be a media blackout. This is done not to keep Teamster members or local unions in the dark, but because negotiations are often delicate—rumors, innuendo, or inaccurate figures reported by the media would be detrimental to the freight negotiations and our membership. Freight members will constantly be apprised of developments, and the locals can check with the area freight directors for information as talks progress.

Locals must educate and organize the membership to help the union achieve economic and job security.

The backbone of the union's negotiating efforts is the local unions. Without a solid, functioning network of local union support that is prepared, at a moment's notice, to deal with whatever happens during negotiations, the union cannot achieve job and financial security for its members. Locals must educate and organize the membership, so that they have the knowledge, skills and determination to help the union achieve for them the job and economic security they deserve.



Members of the IBT Research Department categorized 7,500 suggestions from local unions for changes in the Master and Supplemental Freight Agreements.

Teamster/TMI Freight Program Wins Federal Grant

The Federal Mediation and Conciliation Service (FMCS) recently approved a $75,000 grant to support a local conference program designed to improve labor-management cooperation in the Teamster-organized portion of the general freight-hauling industry.

The Joint Committee on Industry Development, a group of Teamster freight industry leaders and representatives of Trucking Management, Inc., created pursuant to Article 20, Section 2 of the National Master Freight Agreement, will use the funding to support a series of at least eight local conferences. These local conferences are patterned after the Committee's highly successful efforts to bring national level and regional level company managers and union representatives together.

Geared to building cooperation between front-line supervisors and union shop stewards or business agents, the local programs will seek to improve labor-management cooperation in the day-to-day operations of the Teamster-organized portion of the trucking industry. In fostering cooperation among persons with daily contact in the work place, the Committee hopes to address the root concerns of job security and economic stability facing Teamster members and TMI companies.

Local conferences will involve the participation of 50 union business agents or shop stewards and 50 front-line supervisors in two-day working sessions. Each conference will consist of a number of meetings and workshops, most of which will include small groups of 20 people.

The workshops will be guided by facilitators who will lead participants through several exercises over the course of the conference, showing them how to work together to take actions which will benefit an entire group much more than a single individual. The cooperative skills developed in these sessions may be applied to labor-management relations.

In addition, each of the conferences will include a workshop on techniques for creating a labor-management committee within an individual trucking terminal. During this portion of the conference, the participants will learn how to structure a committee, and how to support, maintain and evaluate it. Following the conference, the Committee will continue to work with those persons who exhibit a strong interest in implementing such a committee.

FMCS is an independent federal agency that assists labor and management representatives in resolving disputes through collective bargaining, mediation and voluntary arbitration. The agency also awards a limited number of grants designed to encourage programs geared toward labor-management cooperation.

Teamsters General President Jackie Presser welcomed the news of the grant award by praising the FMCS for recognizing the value of the Teamster/TMI program. "We have made great strides through the Article 20 program in developing a consensus between labor and management that we must work together in order to successfully confront the challenges facing this industry and the Teamster members employed in it. The FMCS grant is verification that we are on the right track in making company stability and job security a reality," Presser said.

Joint Leadership Behind Joint Program

Under the joint leadership and guidance of Teamsters National Freight Committee Chairman Jackie Presser (left) and Trucking Management, Inc. President Arthur H. Bunte, Jr., the TNFINC/TMI Joint Communications Program has charted the course for a new era of labor/management cooperation within the unionized freight industry. In a recent survey of TMI companies and Teamster freight locals, 86% of the respondents said they favored labor and management working together to strengthen the organized trucking industry. Wide participation and support from both union and employer representatives in all areas of the country, are bringing about the changes necessary for the industry to survive and prosper in today's changing economic environment.

Airline Division Plans Aggressive Strategy

Airline Division locals from throughout the country took part in a three-day meeting in Miami, Florida, in early December and made plans for an aggressive strategy of organizing, collective bargaining and tackling new problems in 1988.

Acting on the instructions of General President Jackie Presser, Airline Division Director William F. Genoese laid out the division's plans for the new year.

Genoese observed that tremendous changes can be expected in the airline industry as a result of a continuing wave of mergers, acquisitions, route sales and bankruptcies resulting from deregulation.

The airlines are generally taking a hard line in negotiations, Genoese said, and they are demanding concessions across the board.

Organizing Director Vicki Saporta and Teamsters Chief Economist Norman Weintraub took part in the discussions in Miami, as did Wilma Liebman and James McCall of the International's Legal Department.

Genoese said new situations are developing in the airline business as a result of the Teamsters' reaffiliation with the AFL-CIO. The Airline Division will be staying on top of these situations, he said, and will be fighting harder than ever to protect the rights of the workers in a changing environment.

The Division's strategy calls for all-out organizing drives and obtaining the best contracts in the airline business. "The Teamsters," Genoese said, "are willing to take on any management that thinks it can get away with beating up on the workers."

Teamsters Working For Pan Am Takeover

Citing gross mismanagement and the world's worst labor relations policies, the Teamsters are working with three other unions at Pan American World Airways to restructure the company and bring in new management.

"The present management has made one blockbuster mistake after another," said Genoese. "It has lost $2.1 billion over the last six years, and we expect it to report a loss of at least $100 million for 1987."

The Teamsters led the way in forming the Pan Am Labor Coalition, which also includes the unions representing Pan Am pilots, flight engineers and flight attendants. The fifth union on the property, the Transport Workers Union, refused to join the coalition because of the costs involved.

The coalition hired the Wall Street investment firm of Drexel, Burnham and Lambert and the law firm of Skadden, Arps, Slate, Meagher and Flom to find new capital and new management for Pan Am.

"We want to save Pan Am and preserve jobs," Genoese said. "The airline will never be profitable under the present management."

While other airlines have been expanding, Pan Am has been steadily shrinking. The Teamsters represent a broad cross section of Pan Am workers. In 1981, there were 6,500 Teamsters at Pan Am. The total is now below 4,500.

Pan Am's top management has sold off most of the company's assets, including the Pan Am Building in New York City, the Intercontinental Hotel subsidiary, the Pacific routes and most of the aircraft.

The company is seeking $180 million to $250 million in concessions from the Teamster membership, but Genoese said concessions will not help the company until it gets a new team at the top.

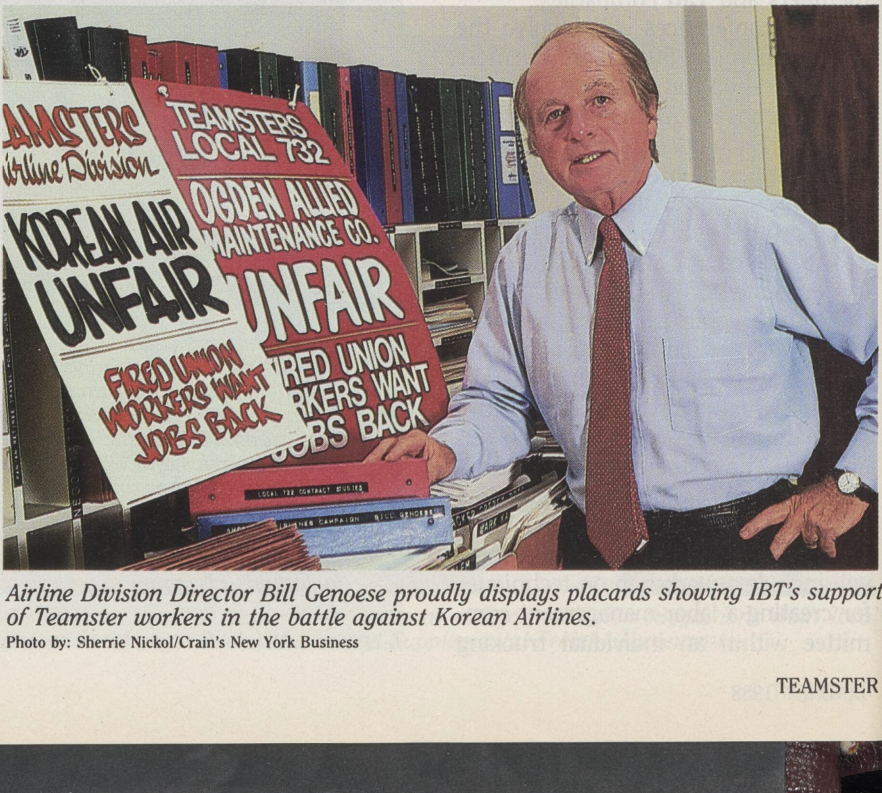
"It is not labor costs that have kept Pan Am in the red," Genoese said. "Even if every Teamster at the airline worked for nothing, this management could not make a profit."

Genoese said the company's labor relations policies have hit rock bottom—thanks to Senior Vice President for Industrial Relations C. Raymond Grebey.

Grebey, who was with General Electric for years, "doesn't understand the airline business, which is a people business and a service business," Genoese said. "The morale of the workers is at an all-time low."

Grebey is the man who provoked the major league baseball strike that wiped out a third of the 1981 season. At that time, he was representing the baseball club owners.

Teamsters expressed shock when Pan Am's Board of Directors turned down a plan by financier Kirk Kerkorian to restructure the airline and bring in nearly $500 million in new capital. The Kerkorian proposal would have also brought in new management.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KOREAN AIR
UNFAIR
FIRED UNION WORKERS WANT JOBS BACK
TEAMSTERS LOCAL 732
OGDEN ALLIED MAINTENANCE CO.
UNFAIR
FIRED UNION WORKERS WANT JOBS BACK
LOCAL 732 CONTRACT MINUTES

Airline Division Director Bill Genoese proudly displays placards showing IBT's support of Teamster workers in the battle against Korean Airlines.

Photo by: Sherrie Nickol/Crain's New York Business

"Our members would be willing to make concessions to new management," Genoese said, "but they have no confidence whatsoever in the present management. They will give the present management nothing."

Other outside investors besides Kerkorian have expressed interest in a Pan Am takeover—including Chicago financier Jay Pritzker.

"Pan Am," said Genoese, "has got to stop bleeding and go for growth in order to be competitive."

Tough Negotiations At Northwest Airlines

Tough negotiations are underway between the Teamsters and Northwest Airlines, where the union represents 7,500 flight attendants.

"We are taking on the company," reports Genoese. "We have served notice on Northwest that we expect to come out with the best contract for flight attendants in the airline industry."

Northwest acquired Republic Airlines in 1986. Before the takeover, the Teamsters represented flight attendants at Northwest while those at Republic were represented by the Association of Flight Attendants.

The National Mediation Board (NMB) conducted an election to determine who would represent the flight attendants at the merged airline, and the Teamsters won an overwhelming victory.

The flight attendants are based in six cities—Minneapolis, Seattle, Chicago, New York, Memphis and Detroit. Memphis and Detroit were former Republic bases, and the Airline Division has set up special offices in both cities to service the members.

"The company is taking a hard-nosed attitude in the negotiations," Genoese said. "It has practiced bad labor relations. It has also been having trouble with the pilots and the machinists."

Rank-and-file committees representing the Northwest and former Republic flight attendants have begun work on integrating the seniority of the two groups.

This is a very important issue to the flight attendants. The two committees have hired lawyers of their own choosing to represent them. The issue will, if necessary, go to mediation and then to arbitration. The committees agreed to have Sylvester Garrett serve as the mediator and arbitrator.

Both committees have been working hard, assembling evidence and witnesses to present to Garrett. They also have been studying the precedents of previous seniority integration decisions and keeping the membership fully informed.

Teamsters Win Right To Picket Korean Airlines

In a landmark series of legal decisions, the Teamsters won the right to picket Korean Airlines in order to protect the rights of 100 workers at the airline's cargo operation at Kennedy International Airport in New York.

The 100 workers were employed by a subcontractor for Korean Airlines. Early in 1987, the airline switched to a new subcontractor, AMR Services, and all the workers were fired. They are represented by the Teamsters.

Employees of AMR Services are paid substandard wages and have virtually no benefits. They are covered by an inferior contract which AMR Services entered into with the Transport Workers Union before AMR Services had any employees.

AMR Services is a subsidiary of the parent company of American Airlines, and Airline Division Director Bill Genoese said its substandard wages and benefits represent a threat to employees of airlines and related companies throughout the country.

After the 100 workers at the Korean Airlines installations were fired, the Teamsters put up informational picket lines at the airport. Picketing continued for 120 days.

The National Labor Relations Board (NLRB) went into Federal Court in Brooklyn and asked for an injunction to stop the picketing.

The judge turned the NLRB down—on the grounds that informational picketing is permitted under the Railway Labor Act, which also governs the airlines.

AMR Services began a second Federal Court case against the Teamsters—and lost. It appealed to the United States Court of Appeals in New York—and lost again.

IBT General Counsel John Climaco and attorney Wilma Liebman handled the Teamster case, which broke new ground.

TEAMSTERS
AIRLINE DIVISION
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The Airline Division has set up a special office in Detroit to service former Republic Airlines flight attendants who joined Northwest Airlines after the two carriers merged. The office is run by former PSA flight attendant Ken Daugherty and former Republic flight attendant Barbara Graham. Standing outside the office are Office Manager Jo Anne Cox, Graham and Daugherty.

The dispute has still not been settled completely. After the court proceedings, AMR Services brought an action against the Teamsters before NLRB Administrative Law Judge Raymond Green. He ruled in favor of the Teamsters, but AMR Services has appealed his ruling to the full NLRB in Washington.

IBT Governmental Affairs Director Paul Locigno has spoken to Korean government officials about the case and asked them to intercede with Korean Airlines on behalf of the workers.

"History has been made by this case," General President Jackie Presser explained. "We have established that Teamsters have the right to picket to maintain the standards of our members and protect our interests."

"Some people have asked why we took on a long and expensive fight like this for only 100 workers. But we'd do the same thing if it were 10 workers, or even one worker," the Teamster leader said.

Medical Advisory Committee Tours Teamster Work Sites

Members of the Teamster Medical Advisory Committee, an eight-member panel of prominent medical professionals who offer their expertise on health matters to the Union, held their annual meeting December 10 in Kernersville, North Carolina. Highlighting the meeting were three tours of work sites where Teamster members are employed.

The medical experts, who normally meet each year at the IBT's headquarters in Washington, D.C., requested the opportunity to visit a local union and some workplaces in order to develop a better understanding of working conditions and to gain a first-hand look at potential health hazards Teamsters may face on the job.

Hosted by International Trustee R.V. Durham, president of Local Union 391 in Kernersville, the advisory team completed a busy, day-long agenda that consisted of work site visits in the morning and a policy session in the afternoon.

Meeting Teamster Members

The first stop on the tour of the Teamster Medical Advisory Committee—a Jepson Burns manufacturing plant in Winston-Salem, North Carolina—offered the group an opportunity to observe and to talk with Teamster members employed in an industrial setting. At this facility, 350 employees are involved in the production of aircraft seats for manufacturers of large, commercial airplanes.

The medical professionals viewed a highly efficient network of production, assembly and finishing personnel, who perform duties including molding and forming cushions, bending metal tubing for a chair's structure, cutting and sewing fabric seat coverings, and component assembly. Portions of the production process employ traditional assembly line techniques requiring repetitive motions by workers. Other segments involve work on machines. One advantage that the Jepson Burns tour offered the advisors was the chance to observe women employed in an industrial occupation.

After the industrial tour, the Advisory Committee visited two major trucking terminals where they observed and met with mechanics, dock workers and drivers to learn more about the jobs they do and the health factors of their work environment.

Half of the doctors toured a break-bulk terminal operated by Pilot Freight Carriers, the other half visited a similar facility run by Roadway Express. Approximately 600 employees work at each terminal, where loads of various sizes are brought to a central location and sorted for distribution to final destinations.

Both terminals are very large and quite efficient. At the Roadway terminal, for example, the doctors observed the company's fifth largest terminal, in terms of tonnage. Roughly 3.5 million pounds of freight are shipped from the location each day. Drivers dispatched from the terminal will log 23 million miles this year.

One aspect of the Roadway tour that was particularly interesting to the medical experts is that the company is using diesel powered fork lifts on the loading dock. Since some trucking companies have switched from propane powered to diesel lifts at the break bulk terminals, the IBT has received a growing number of complaints from local unions about health symptoms related to the exposure of diesel exhaust fumes. Although Roadway management has installed small vents in the facility toured by the Medical Advisory Committee, the Teamster members employed on the dock are continuing to experience headaches and eye, nose and throat irritations. The doctors discussed the situation at their policy session held later in the day.

Cooperation Important

After the tours, the Advisory Committee, Teamster representatives, and company managers met at lunch to discuss the tours. R.V. Durham, who is also Safety and Health Director of the IBT, commented that he believes, "the visits will help the doctors to see and to relate to our members' experiences in the workplace."

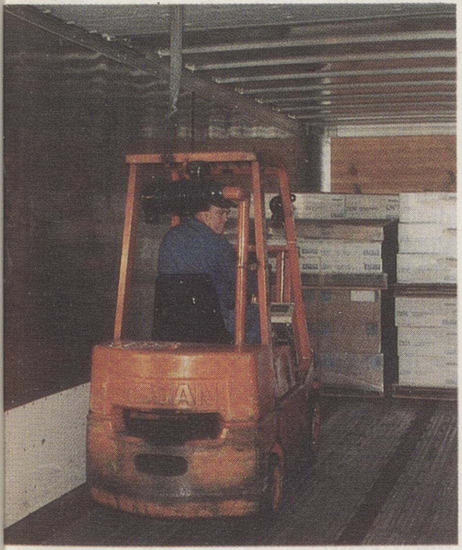
"Personally, I never go into a workplace without finding out something that I didn't know before," Durham said. He thanked each of the companies and their representatives for opening their doors to the Union's expert medical panel.

Teamsters at work: Back strain is a common ailment.

The Medical Advisory Board held its annual meeting at Local 391 in Kernersville, North Carolina.

Explaining that solutions to health and safety concerns are beneficial to both unions and management, Durham said he hopes that joint efforts will offer "some insight into the need for further cooperation in areas where Teamster members' health and safety is involved."

Donald Dawson, M.D., chair of the Teamster Medical Advisory Committee, also thanked the companies for extending the opportunity to view the work sites. The doctor also expressed his gratitude to the Teamsters Union for its cooperation with the medical community. "What we have done over the years is mutually beneficial to doctors and to labor," Dawson said.



Doctors discussed the health threats of exhaust fumes from diesel tow motors.

The IBT has benefited through medical advice on issues involving its membership, Dawson explained, and the doctors gain new understandings of the growing field of occupational medicine. Through this exposure, the doctors are given the opportunity to help the broad population that the Teamsters Union represents.

Committee Policy Session

Each year, the Teamster Medical Advisory Committee meets to review projects undertaken by the group and to discuss developing health and safety issues affecting Teamster members. This year's meeting was held at Local 391's headquarters, following the workplace visits.

Committee Chair Donald Dawson, M.D. (left), and IBT Safety and Health Director R. V. Durham discuss Teamster health concerns.

After touring the local union, the Advisory Board members received a special certificate of appreciation from the IBT for their dedication to the health and safety of workers and for their service to the Teamsters Union. Three main issues were discussed at the meeting—AIDS and other bloodborne infections, diesel forklift exhaust, and licensing of insulin-dependent diabetics who drive trucks.

AIDS (Acquired Immune Deficiency Syndrome) has emerged as the top public health issue in the United States and Canada. While AIDS has claimed thousands of victims, an unfortunate epidemic of fear, uncertainty and ignorance has clouded much of the public's understanding of the issue.

Vernon McDougal, a representative of the IBT's Safety and Health Department, updated the Medical Advisory Committee on the Teamster Union's efforts to inform local unions and members about the limited concerns associated with the disease through casual contact in the workplace. Through magazine articles that have appeared in the *International Teamster*, which is distributed to every member in the Teamsters Union, the Safety and Health Department stresses that people cannot get AIDS just by working with someone infected with the virus.

The Safety and Health Department has a series of pamphlets on AIDS, put together by the American Red Cross in cooperation with the United States Health Service, that are available to Teamster members. McDougal also reviewed the Department's efforts to persuade the Occupational Safety and Health Administration to adopt standards to protect health-care workers from AIDS, hepatitis B and other infectious diseases.

Advisory Board panel member A.W. Karchmer, M.D., Associate Professor of Medicine at the Harvard Medical School, reviewed recent developments in treatment and financial concerns associated with the AIDS problem. Karchmer, who is also Chief of Infectious Diseases at the New England Deaconess Hospital, characterized any hope of a vaccine to prevent the spread of the disease as being "on the distant horizon."

Revealing some estimates of costs that health-care providers and insurers would have to bear in order to care for AIDS victims, Dr. Karchmer noted that paying for health care associated with the virus "is an issue that demands some very careful analysis" by Teamster health and welfare funds directors.

According to Dr. Karchmer, negotiated funds must begin assessing the cost ramifications of caring for AIDS patients and must begin planning to address the added cost burden of AIDS care. Noting that the estimated cost to the nation for treating AIDS victims was $1.1 billion in 1985, the doctor warned that this could go as high as an $8.5 billion national price tag in 1991. R.V. Durham agreed with Dr. Karchmer's assessment of the need for health and welfare plans to anticipate added costs that will begin showing up as insurance claims for coverage very soon.

Diesel Exhausts

Ailments resulting from exposure to diesel exhausts have become an important concern to Teamster members employed in freight break bulk terminals. The Safety and Health Department recently conducted a mail survey on the issue involving local unions with members working in terminals that use diesel-powered tow motors.

The results of the survey reveal a "disturbing uniformity" in responses, according to IBT Safety and Health Director R.V. Durham. In all parts of the nation, he explained, members are reporting headaches, burning eyes, irritated noses and throats, and the coughing up of black phlegm. The ventilation is so poor in many trucking terminals that members see a black haze hanging in the air. Dirt and dust from the diesel exhaust cover the ceilings, walls and floors. Work clothes become so filthy from the oily soot that dock workers report it becomes impossible to wash these items with street clothes because the regular garments will be ruined from stains. Some of the members' personal physicians have advised them to wear protective breathing masks.

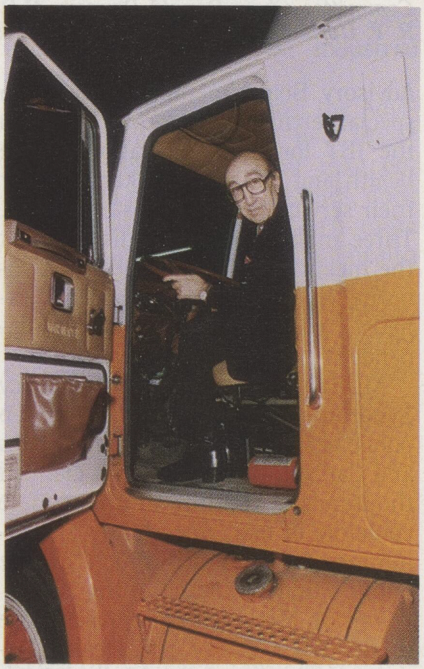
Durham (right), and Michael E. DeBakey, M.D. (left), inspect tread wear with company manager.

The Safety and Health Department asked the National Institute for Occupational Safety and Health (NIOSH) to do a health hazard evaluation of a Consolidated Freightways terminal in Pocono Summit, Pennsylvania. The on-site investigation was performed in late September, 1987.

NIOSH investigators took air samples and interviewed dock workers. In a preliminary report to the Safety and Health Department, NIOSH recommended, "Because of the acute irritant and potential long-term health effects of diesel exhaust, it would be advisable to institute measures which would reduce exposure."

The Teamster Medical Advisory Committee invited Dr. Keith Wilson of the Baylor College of Medicine to address the meeting on the long-range medical aspects of diesel exhaust exposure. Dr. Wilson, a specialist in respiratory diseases, commented that in a recent study, it was reported to cause cancer in laboratory animals. In recent studies on groups of workers, "there is a suggestion that diesel exhaust exposure may increase lung cancer risk," Dr. Wilson indicated.

The Medical Advisory Committee, at Chairman Dawson's suggestion, is creating a subcommittee to further review health concerns in this very important area. The subcommittee will refer its recommendations to the full panel, who will then advise the IBT on how to proceed in this area. Teamster negotiators for the National Master Freight Agreement are currently reviewing contract proposals concerning diesel exhaust for the upcoming negotiations.


World-renowned surgeon DeBakey takes a seat in a truck tractor.

The Safety and Health Department and the Medical Advisory Committee have participated in a review of the Department of Transportation's policy of disqualifying all insulin-dependent diabetics from truck driving. The Teamsters will support a change in the agency's regulations proposed by the American Diabetes Association that would allow a case-by-case review to permit some insulin-dependent diabetics to drive heavy trucks and buses.

"I think the advancement in medication is at a point where allowing a diabetic to drive should be looked at on an individual basis," said Durham, who pointed out that thousands of Teamsters have lost their jobs when they became dependent on insulin.

The Federal Highway Administration's proposal for changes in the policy on diabetics is extremely complex. Durham asked the Committee to review the proposal and advise the IBT on its merits.

Advisory Committee member F. David Rollo, M.D., Professor of Radiology at Vanderbilt University and Vice President for Medical Affairs at Humana, Inc., has agreed to assist the Union in preparing its response to the proposed rule change. He will be joined in this task by Dr. Karchmer.

First-Rate Panel

The Teamsters Union is extremely fortunate to be advised by such a top-flight panel of medical experts. The experience, intellect and prestige of these doctors are unbeatable.

For instance, Committee member Michael E. DeBakey, M.D., is renowned for performing the first heart bypass surgery in 1964. Dr. DeBakey is currently Chancellor and Chairman of Surgery at the Baylor College of Medicine. His colleague on the Committee, Charles Hufnagel, M.D., achieved distinction for performing the first heart valve transplant in 1952. Hufnagel is a Professor of Cardiovascular Surgery, Emeritus at the Georgetown University Hospital.

Committee Chairman Dawson explained that the team approach to reviewing the medical and safety challenges facing Teamster members allows a flexibility of expertise in confronting the broad diversity of Teamster occupations. The Committee concentrates on developing practical solutions that will be protecting Teamster members, acceptable to management and workable on the job site. "These men want to help workers," Dawson said. "They have proven that through years of loyalty to the Committee."

IBT Opposes Discriminatory Rules For Commercial Drivers

On December 1, 1987, an important policy position of the Teamsters Union concerning a discriminatory federal proposal unfairly targeting commercial drivers, was explained in detail to millions of American citizens.

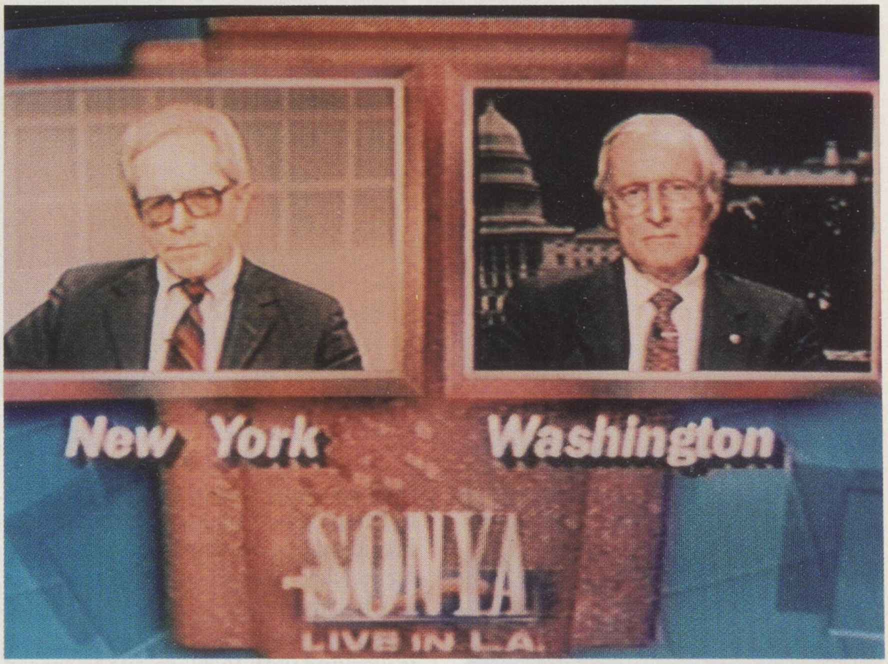
Teamster's International Trustee R. V. Durham, who is also Director of the IBT Safety and Health Department, was featured on the television news and commentary program, "Sonya, Live in L.A.," (Cable Network News) as an expert critic of the proposal.

This program was aired in response to a report recently released by a committee set up by the National Academy of Sciences (NAS) to recommend a blood alcohol limit for commercial motor vehicle operators. The report had been requested by Congress in the Commercial Motor Vehicle Safety Act of 1986.

Presenting an opposing view to Durham's position was M. S. "Bud" Perrine, Ph.D., Director of the Vermont Alcohol Research Center, who chaired the committee set up by the NAS.

The committee recommended .04 percent as the level at which a commercial driver should lose his/her driving privileges for a year (first offense). This is half the blood alcohol level that most states now use for "driving under the influence." The members of the committeee also recommended that a commercial driver caught with any alcohol in his/her system should lose driving privileges for up to a month (first offense).

> ***". . . Whatever the level is, it is only fair and reasonable to have the same level for all drivers."***
>
> ***—R.V. Durham***



Bud Perrine (left), and R.V. Durham go point/counterpoint on the issue of blood alcohol levels and respond to questions from the television audience across the nation.

Durham's expertise, and his experience as Acting Chairman of the IBT's Blue Ribbon Advisory Panel on Substance Abuse, make him uniquely qualified as an expert on the subject.

Sonya Friedman, Ph.D., host of the program, provided for a fair, point/counterpoint discussion during her interview of Durham and Perrine, allowing both sides to be heard and considered. Friedman also invited the viewing audience to phone in with their questions.

"Double Standard" Denounced

Throughout the debate over the merits, or lack of merit, of the proposal, Durham criticized the "double standard" nature of the committee's recommendation for a much lower alcohol limit for truck drivers than for car drivers. He noted that the latest statistics from the National Highway Traffic Safety Administration showed that "car drivers involved in fatal accidents are seven times more likely to have been drinking than truck drivers involved in fatal accidents."

However, he insisted that, "We're willing to abide by the judgment of governmental experts as to what should be the level of alcohol where a person is considered 'under the influence.' But whatever the level is, it is only fair and reasonable to have the same level for all drivers."

Discrimination Charged

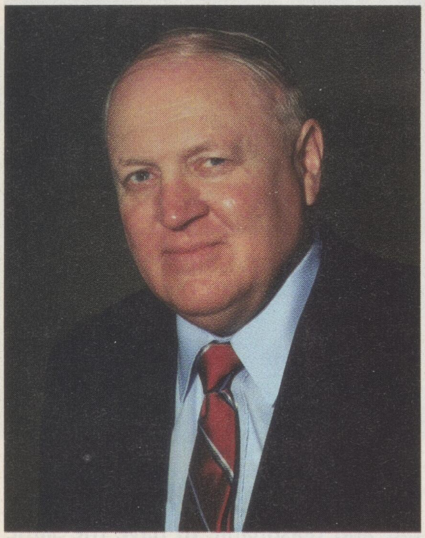
Perrine commented that the reason for the federal government's targeting of commercial drivers for the recommended stricter proposal was possibly to "avoid an overload of the nation's courts system." That comment reinforced Durham's irrefutable evidence that the proposed regulation was discriminatory.

As the viewing audience posed numerous well-considered and compelling questions to Durham and Perrine, the message came across loud and clear that the Teamsters Union was opposed to the recommended regulation, and that this opposition was the sentiment of the majority of the viewing audience.

Teamsters: Pennsylvania's Political Powerhouse

"Work, work, work." It is a straightforward approach to getting a job done, and a formula that has proven very effective for Pennsylvania Teamsters who are building a political action program second to none in the labor movement.

Widely recognized as one of the strongest political forces in the state of Pennsylvania, the Teamsters Union has developed a sophisticated, highly organized network of rank-and-file participation in the political process that includes registering new voters, distributing campaign literature, operating phone banks and turning out the vote on election day, among other activities.



Pennsylvania Conference of Teamsters President John Morris.

Teamster members in Pennsylvania also participate in campaign activities coordinated with candidates who have received the Union's backing. Often the activities are designed for specific voting precincts, because these areas have been identified as important to the election of pro-Teamster candidates. Through contributing to DRIVE (Democrat, Republican, Independent Voter Education), the political action arm of the IBT, Pennsylvania Teamsters have established a solid base of financial support for campaign contributions and their political activities.

"Anyone can do it," according to John P. Morris, president of the Pennsylvania Conference of Teamsters. "You just have to be willing to work at it. Everywhere I go, at every meeting that I attend, I stress the importance of political action and the DRIVE program."

Contagious Commitment

A diligent, dynamic labor leader, John Morris has built the consummate political labor organization. His energy and commitment to working people are contagious.

Successful in establishing the Teamsters Union as a solid political power in the eastern end of the state, particularly in Philadelphia where he serves as president of Teamsters Joint Council 53, Morris's enthusiasm for political action has spilled over into central and western Pennsylvania.

Joint Council 40 in Pittsburgh has seen a resurgence of political activity in the past two years. Spearheaded by President Joe Santone and Vice President Nick Sansotta (who also serves as Chairman of the Council's political action committee), the Joint Council is working with local unions to spread the message of the importance of political activity to Teamster members in western Pennsylvania. After a highly successful effort to help Teamster-supported candidates in the state's recent election, the Joint Council is organizing volunteers to put up yard signs, distribute campaign literature and participate in other activities in upcoming political battles.

Santone characterized DRIVE and political action as the "savior of working people, the middle class and unions. It is unions that won a high standard of living for working Americans, but the rights and benefits that we have fought to win over so many years can be taken away with the stroke of a legislative pen," Santone said. "If working people are going to protect their rights and standard of living, then political action is going to be the savior."

Local 430 in York, Pennsylvania, has coordinated a very successful campaign to increase DRIVE membership.

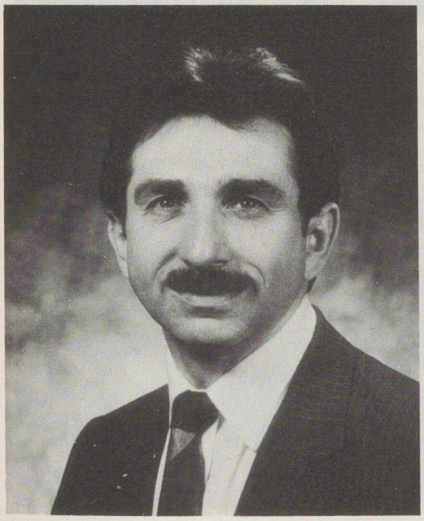
The Joint Council recently held an Executive Board session where western Pennsylvania Teamster leaders discussed the need to expand their political efforts and beef up DRIVE coffers. The local leaders embraced the idea, and several announced plans to kick off major DRIVE campaigns at the start of the new year.

In an effort to broaden the base of Teamster political activity and support throughout the state, DRIVE representatives and the Pennsylvania Conference are developing inroads with more local unions in the central part of the state. They recently embarked on highly successful campaigns to increase DRIVE participation in two Pennsylvania locals—Local 312 in Chester and Local 430 in York. According to Local 312's Secretary-Treasurer John DiLuzio, efforts to build DRIVE contributions in his local have "exceeded expectations." DiLuzio reports that concern over the potential takeover of the Teamsters by the federal government has raised his members' interest in becoming involved in the political process. Local 312 members are organizing letter-writing campaigns to protest the takeover scheme.

Ken Stoker, President of Local 430

in the south-central portion of the state, calls politics "the name of the game today. You can negotiate good contracts and work to police them, but if you don't have the laws on your side then what have you got?" he asked rhetorically. Stoker believes that too many jobs and benefits have been lost because legislation favors businesses over workers. Praising the Pennsylvania Conference for strengthening the political might of the Teamsters Union, Stoker observed that recent moves had "increased our ability to win support of politicians from all areas of the state."

International Vice President Maurice R. Schurr of Philadelphia, encourages Teamsters throughout the United States to contribute to DRIVE. "Political action is the key to advancing the interests of workers," he said.



Lee Namey recently became Mayor of Wilkes-Barre, Pennsylvania, with the help of strong Teamster support. He's the son of Leo Namey, former principal officer of Local 410 in Wilkes-Barre, and a nephew of its current head, John Namey.

International Vice President Theodore R. Cozza of Pittsburgh agrees: "We cannot let our guard down in the political arena. The stakes are too high to let our members' interests go unprotected."

Bipartisan Approach

Part of the reason for the success of the Pennsylvania Teamsters' political program is the willingness of the Union to establish working relationships with politicians at all points of the state's political spectrum, even with its most conservative elements. While this approach is criticized by some in the labor movement, it has served the Union well in the past. It has opened lines of communication with politicians who, without Teamster overtures, normally would not be willing to vote for our positions.

Teamsters of Local 430 in Pennsylvania are helping to make political action a statewide effort.

Failure to establish contact with those representatives who are not known as "pro-labor," forfeits the opportunity to seek their support in hotly contested legislative battles. This alternative approach doesn't make sense because in close votes affecting working Americans, a supportive vote from a conservative Republican or Democrat can make the difference in advancing or protecting the interests of workers.

Pennsylvania Teamsters are not beholden to any one party. Having shown the political savvy to seek contacts with governmental representatives beyond those easily identifiable as labor supporters, their approach has served the Union well. For example, when Morris recently visited Pennsylvania's Congressmen in the nation's capital, he was successful in obtaining pledges of support to help the IBT fight the Department of Justice's proposed takeover of the Union from just about all of the state's congressional delegation.

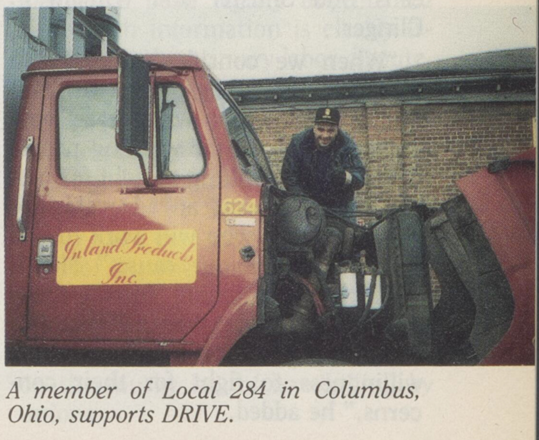
Respect for Labor

While it is true that registered Democrats far outnumber Republicans in Pennsylvania, the Republican party is well-organized and better-financed. When Ronald Reagan swept into the Presidency in 1980, Pennsylvania Republicans rode his political coattails to great benefit. In fact, Pennsylvania was the only state in the union that experienced GOP domination to the extent that it had a Republican majority in its congressional delegation and Republican control of both houses of the state legislature.

The state's lagging economy, however, has not been kind to the GOP. As the unemployment rate remained high and basic industry continued to leave the state, the Democrats captured the governor's seat and built majorities both in its congressional delegation and state House of Representatives.

The labor movement has a long, proud history in Pennsylvania and its ties to the Democratic Party are solid. The Republican party remains strong, but shows little of the rabid antiunionism that characterizes its labor relations policies in many right-to-work states. GOP political sentiments in Pennsylvania are rooted in the moderate wing of the party that carried Nelson Rockefeller to national prominence in the 1960's.

Even though much of organized labor opposed the candidacy of Pennsylvania's junior senator, Republican



A member of Local 284 in Columbus, Ohio, supports DRIVE.

Arlen Specter, the Teamsters Union endorsed him. The move was a wise one. He has supported our position on critical votes, such as opposing the nomination of Robert Bork to the United States Supreme Court.

Congressmen Thomas A. Ridge and Curt Weldon, two moderate Republicans, are making personal efforts to try and build bridges between the Republican Party and labor unions. Representative Joseph M. McDade is a high-ranking Republican with an excellent record of support for labor.

The Keystone State

Pennsylvania Teamsters have a special interest in electing progressive men and women to their congressional delegation. Politically, the delegation is critical to passage of labor legislation. Two of its House members—Joseph M. Gaydos and Austin J. Murphy, both Democrats—chair subcommittees of the Education and Labor Committee through which most labor legislation must pass. Gaydos chairs the Health and Safety Subcommittee, while Murphy chairs Labor Standards. U.S. Representative John P. Murtha, a Democrat, is in a leadership position in the House, and his support of legislation often brings the votes of other members with it. The Congressman has proven that he is able to get things done and has been supportive of the Teamsters.

Serving on the Public Works and Transportation Committee of the House—a post important to the interests of workers affected by federal spending for public projects such as the construction of roads, dams, government buildings and post offices—are Pennsylvania Democrats Robert A. Borski and Joe Kolter, and Republicans Bud Shuster and William F. Clinger.

"When we consider endorsing a candidate for public office, we don't want someone who will merely vote for what is good for working people without being willing to fight for that position. We want an advocate. We want someone who will work to win more votes for our cause," Morris said. "Party affiliation doesn't really make a difference. What matters is a commitment to working people and a willingness to fight for their concerns," he added.

Columbus Dispatch workers from Local 284 have joined the DRIVE team.

CONSOLIDATED FREIGHTWAYS
CF

Members of Local 41 in Kansas City, Missouri, are contributing to DRIVE.

Employees of E & L Transport, represented by Local 964 in Cleveland, Ohio, are DRIVE supporters.

Legal Department Report:

Handbilling on Private Property: What Are a Union's Rights?

A bakery paid its nonunion employees wages lower than the city-wide area standard. One of its customers, a luxury hotel, served the baked products delivered by the bakery. A union, namely Local 484 in San Francisco, California, objected to the substandard wages and decided to publicize this offensive employment practice.

Specifically, three union officers distributed handbills to the hotel guests upon their arrival, explaining the wage dispute with the bakery and requesting that they choose not to patronize the hotel until it stopped doing business with the bakery.

The handbilling activity was conducted on the canopied steps of the hotel's elaborate main entrance. After 15 minutes, hotel security ordered the union officers to move off of the hotel property or face arrest for trespassing. The union officers complied and withdrew to the public sidewalk in front of the hotel, where they continued handbilling. No picketing occurred.

NLRB Analysis

This actual scenario was analyzed by the National Labor Relations Board for the purpose of determining when a union has a lawful right to engage in handbilling on private property. The goal of the Board was to accommodate both the property right and the right to publicize a labor dispute, with minimal infringement of either right. The resulting guidelines outlined in the Board decision, however, are capable of being manipulated to achieve whatever outcome a majority of the Board may desire.

Both rights, according to the Board, have varying degrees of strength depending on the facts of a particular case. For example, the owner of a large shopping mall who allows the general public to use his property without serious limitation may not be able to selectively exclude employees who are picketing their employer, a tenant of the mall.

Factors that may affect the strength of property rights include the use of the property, any restrictions on public access, and the size and location of the property.

Similarly, a union's ability to exercise its rights lawfully on the private property of an employer or third party depends on the importance of the particular right. For example, employees' right to organize and right to picket their employer during a strike are more compelling rights than informational handbilling.

Factors that may affect the strength of a right to engage in some form of concerted union activity include the type of right (economic versus area standards), the purpose (organizing versus publicizing), the targeted employer (primary or secondary), the location, the relationship between the location and the targeted employer, the intended audience (customers and/or employees), the actors (employees and/or nonemployees), and the manner of exercising the right (picketing and/or handbilling).

Balancing Respective Rights

The Board balances the relative strengths of the respective rights. In Local 484's dispute with the bakery, the Board concluded that the private property right of the hotel was more compelling than the union's right to distribute handbills asking the public not to register at the hotel while it continued to purchase products from a bakery that paid substandard wages. Excluding the union officers from the hotel's front steps was not considered an unfair labor practice in this instance.

Applying the various identified factors, the Board noted that the front steps area generally was opened only to hotel clientele and that the hotel had never permitted anyone else to handbill or picket on its private property. In addition, the hotel had a valid interest in minimizing congestion, litter, and the possibility of lost luggage because hotels frequently are held to a higher legal standard of care for their guests in terms of potential liability.

In contrast, the union area-standards activity, conducted by nonemployees, was located some distance from the targeted employer (the bakery) and its employees, and was aimed at the clientele of an employer with which the union had no dispute. The hotel had no economic interest in whether the bakery was a business success, and its employees would reap no benefits even if improved wages for the bakery workers were achieved. Apparently, the local's rights would have been strengthened somewhat if the handbilling had taken place at the bakery or the property of one of its principal customers.

The Message Is Crucial

To heighten the complexity of the issue of legitimate handbilling, the message conveyed on the handbills is also crucial. The handbills must truthfully identify the primary labor dispute. If a secondary employer is involved, the handbill must accurately describe that employer's relationship to the primary dispute.

Additionally, the information must be relevant to the labor controversy. In the preceeding scenario, if the handbills had listed the number of reported hotel fires or burglaries, they may have been legally unprotected since such information is clearly irrelevant to the primary labor dispute.

Finally, First Amendment free speech considerations may be important as well, especially in a strictly handbilling context (i.e., no contemporaneous picketing). The Supreme Court currently has a case on its docket, scheduled for argument on January 20, that may address First Amendment concerns in a pure handbilling situation. Watch this space for a future update on the murky law of handbilling by unions.

An Interview with the General President

What's Ahead for 1988?

In an effort to update the membership on many of the major issues and concerns facing the union in the year ahead, International Teamster *conducted an in-depth interview with General President Jackie Presser on the direction the IBT will be taking in 1988. Following are his comments on key issues, programs, and goals for the coming year.*

International Teamster: This month marks the start of a new year. What do you see as the key issues facing the Teamsters in 1988?

General President Presser: This year will be a full and active one for the union. We are facing two tough contract negotiations—National Master Freight and Carhaul. We are battling the Department of Justice's plan to place the International under federal trusteeship. We are at the start of an important election year: the 1988 presidential elections will have a tremendous impact on the country and the economy.

As the leading labor union in America, the International Brotherhood of Teamsters represents a more diversified membership than any other union. We are concerned about the issues that affect American workers and their families—safety and health concerns, the closing of industries and the loss of jobs, workers' rights, women's issues, deregulation and its impact, educational opportunities, Social Security, taxes, reduction of the national debt, pension programs, the retraining of displaced workers . . . the list goes on and on.

As an organization, we will continue to focus on key campaigns the IBT has initiated—Buy American, the War Against Drug Abuse, our "Proud To Be A Teamster" campaign, the Joint Communications Program in the freight industry, to name just a few. As a union, our aim has been to improve the quality of life for our members and their families. That remains our primary goal in the coming year.

International Teamster: You have been a leading critic of the damage done to our economy by multinational corporations who have abandoned American workers and set up operations overseas. Will this remain a key concern for the IBT in 1988?

General President Presser: Absolutely. I cannot stress enough the danger of government policies that permit multinational corporations to violate human rights and exploit workers abroad, while at the same time causing economic destruction in local communities here at home. Industries that were basic to America—steel, rubber, textiles, mining—are being virtually eradicated. American workers are losing their jobs and American families are losing hope for the future. For the first time in our history, our sons and daughters are not as economically well off as their parents. The American dream is fading fast.

The IBT will continue to lead the fight for strong legislation that will help preserve and create jobs for American workers. We must demand policies that retrain workers and restore industries. And we must continue to work for an economic climate that will provide hope and security and the promise of a better tomorrow for our children.

International Teamster: Effective lobbying seems to be critical if the Teamsters are to achieve that goal. What about Congress in 1988?

General President Presser: Well, we all realize that

> *"The IBT will continue to lead the fight for strong legislation that will help preserve and create jobs for American workers."*

1988 is a political year, and that usually spells a legislative slowdown in Washington. It will probably be even more acute this year, with the political infighting for the Presidency, the U.S. Senate and the U.S. House of Representatives. With that as a backdrop, we can only be sure that Congress will pass the essential budget, tax, and appropriations bills that are necessary to keep the government working. Other bills and proposals will only receive attention in Congress when a sufficient amount of interest is generated from home.

International Teamster: What about Labor's and the Teamsters' agenda on Capitol Hill?

General President Presser: The first issue that must be resolved is the trade reform bill which is now in conference. We must guarantee fair trade for American-made products, and we must stop the exporting of American jobs to foreign countries.

Another issue of vital interest to Teamsters is that of random drug testing. This was added to a bill in the Senate and is also in conference. Our legislative team is working on this issue now, but the emotional and political climate in the Congress concerning drugs makes this a very difficult subject to debate and discuss.

Congress will also consider a wide range of labor issues. We think there is a fair chance that we can get a bill to the President's desk that will ban the use of polygraphs. Two other proposals should also make it to the White House, i.e., occupational disease notification and airline labor protective provisions. A bill that is important to Teamster construction workers—a ban on construction industry double-breasting—will be voted on in the U.S. Senate. And once again, Congressman Clay has introduced legislation which will protect the collective bargaining rights of armored car and courier drivers.

We expect Congress to consider all of these issues; whether they will pass in the Senate or survive a Presidential veto, we are not yet sure.

"The untapped political strength of our full membership is staggering to consider, and we want to channel that resource as never before."

International Teamster: DRIVE—the Teamsters' Democrat, Republican, Independent Voter Education fund—is the political arm of the union. It has grown to be a powerful, influential lobbying force on Capitol Hill. What's ahead for DRIVE in the new year?

General President Presser: We've gone from relative obscurity among labor PACs to the number one political action committee among labor unions. Moreover, we are near the top of all PACs in the country. The unparalleled growth of this fund is a significant accomplishment, especially when you consider that only betweeen 10–15% of the membership contributes regularly to DRIVE.

I want to see DRIVE participation increase substantially in 1988, and we will be working diligently toward that goal. The untapped political strength of our full membership is staggering to consider, and we want to channel that resource as never before.

DRIVE is important because of what it represents: increased political clout and lobbying strength. That's what makes the Teamsters an effective voice on Capitol Hill. And that effectiveness is something we will see become even stronger in the months ahead.

International Teamster: What will reaffiliation with the AFL-CIO mean for the Teamsters?

General President Presser: I am looking forward to increased cooperation between Teamsters and the AFL-CIO, on several levels. The new year will see us participating actively on many of the Federation's committees and with its departments, working together with our fellow brothers and sisters on the problems and goals of the labor movement.

I especially am optimistic about the renewed political strength of the American free trade union movement. As I said in Miami when I addressed the AFL-CIO Constitutional Convention in October, I truly believe the future will hold that the Teamsters, being back with the AFL and joining forces together, are going to create the greatest political giant that this country has ever seen.

Politically and legislatively, we will enjoy great strength and a strong voice together. And we will let all politicans, public servants, and unelected bureaucrats know that we are united, and we will not let them dismantle and destroy the House of Labor.

International Teamster: The IBT is considered by many to have the most effective organizing campaigns in the labor movement. What's ahead for organizing in the new year?

> *"I especially am optimistic about the renewed political strength of the American free trade union movement."*

General President Presser: The future for organizing for the IBT looks bright in 1988. We expect to continue conducting successful campaigns in the various sectors we represent including airlines, brewery and soft drink, industrial, clerical, warehouse, construction, health care, public, trucking, small package delivery, and automotive, among others. We are looking forward to bringing the benefits of collective bargaining to the many unorganized employees seeking our assistance, in all areas of the country.

International Teamster: What can we expect to see develop on the takover issue?

General President Presser: No one has a crystal ball, no one knows what's going to happen. We can only hope for the best, and prepare for the worst.

It is an outrage that the federal government would even consider denying the constitutional rights of millions of union members by threatening to place the IBT and three other international unions under trusteeship.

We are mobilizing our forces; we are preparing our legal defense; we are joining with allies in this country and around the world who vehemently protest this most undemocratic and unconscionable attack on the free trade union movement. Already, a majority of the members of the U.S. House of Representatives have signed a letter to the Attorney General protesting the Justice Department's contemplated suit.

I have no doubt that we will prevail. There has been, after all, an up side to this attack: we in the Teamsters, we in the labor movement, are united as never before. We are together, and determined and ready to fight back.

So the new year brings us a new solidarity, a new sense of purpose and togetherness, a new spirit of brotherhood and commitment. In many ways—despite the difficulties and problems that confront us—we have much to be thankful about. And we can look forward, with a sense of both accomplishment and determination, to the new year.

Senator Metzenbaum Leads Charge on High Risk Bill

Between 50,000 and 100,000 Americans die every year through exposure to toxic chemicals and deadly industrial processes in the work place.

You may ask how can this situation exist? Isn't anyone doing something about it?

Well, there are many reasons for the high number of occupational disease fatalities but there is *one* person who has taken this tragic situation and made its rectification his crusade. That person is Senator Howard Metzenbaum(D-OH).

As Chairman of the powerful Senate Subcommittee on Labor, Senator Metzenbaum had led committee action on S. 79, the High Risk Occupational Disease Notification & Prevention Act. He has pledged to do everything possible to enact this legislation in order to prevent the needless death of working Americans through occupational diseases. His words have translated into action.

S. 79 has been favorably approved by the Senate Labor Committee and is headed for floor action. Due to pressing Senate business, floor action on this issue will not be scheduled until early 1988. When action does resume, we can expect Senator Metzenbaum to lead the fight for the positive resolution of this crucial, life-or-death worker legislation.

Senator Metzenbaum's tireless devotion to worker issues is evident in other legislation he has championed such as Plant Closing Notification and Dislocated Worker legislation. If Plant Closing Notification is enacted by the 100th Congress, it will be due, in no small part, to the efforts of the Senator from Ohio. Working Americans everywhere should rest a bit easier knowing they have a staunch ally in Congress—Senator Howard Metzenbaum.

United States Senator Howard M. Metzenbaum (D-OH), a powerful supporter of workers' rights.

Teamsters Take on the Union-Busters

THE HAMILTON HOTEL
West Coast Industrial Relations Assoc. (W.C.I.R.A.)
UNION BUSTERS

Teamsters with labor allies turn out to protest a costly seminar on how to bust unions in the beer wholesale industry.

A labor demonstration November 9, 1987, in Itasca, Illinois, represented one of the important benefits of the reaffiliation of the Teamsters Union with the AFL-CIO.

On that day, Charles Klare, IBT director of the Brewery and Soft Drink Workers Conference - U.S.A. and Canada, put together an extremely important and effective demonstration of labor solidarity. It was a one-for-all, and all-for-one stand taken by North American labor in protest of a union-busting seminar for wholesale beer distributors sponsored by the anti-union "West Coast Industrial Relations Association." Members of the Teamsters Union and a number of other AFL-CIO unions set up an informational picket line in protest of the seminar.

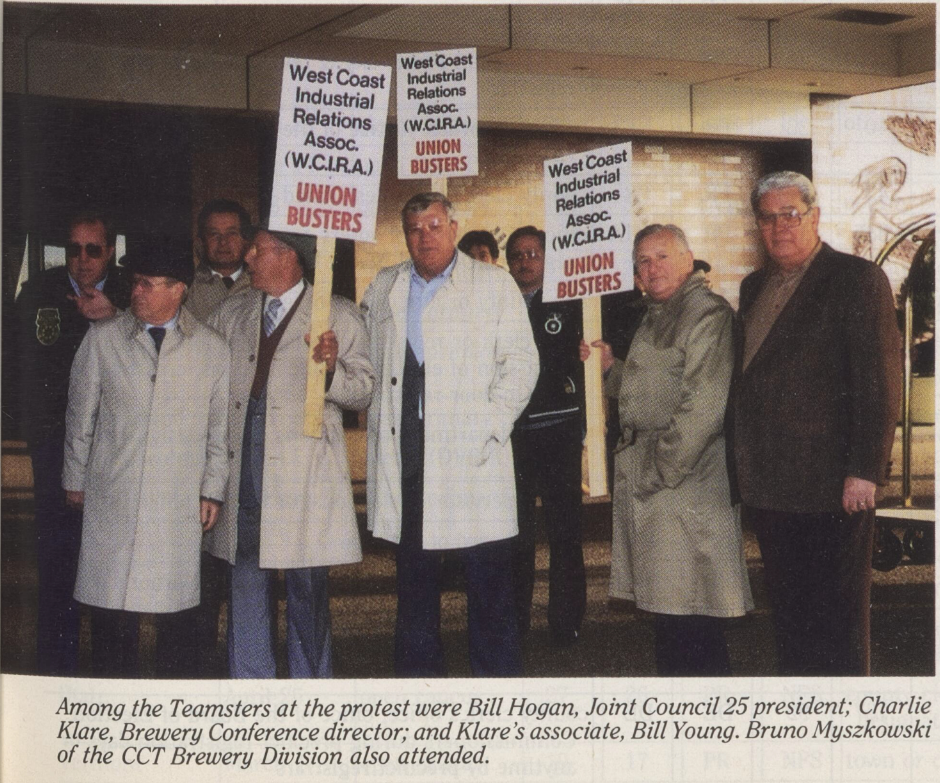
According to Klare, persons attending the seminar "paid $595 for a day's education in learning how to de-unionize their firms and destroy living standards, benefits, and working conditions negotiated over many years of successful collective bargaining." Over the past year, the notorious outfit has helped employers in the beer wholesale industry to win decertifications at eight companies which had been, for years, under a Teamsters Union contract.

Not only notorious, the outfit is also lethal. Klare said that, "the operators of the union-busting seminar in the Chicago area had as goals the eventual elimination of unions that represent workers in the beer wholesaling industry. There is also concern among brewery owners that their products, made 100% union, are being distributed by firms which are operating nonunion or are attempting to eliminate labor-management agreements protecting their employees.

"The Chicago area is noted for the excellent labor-management relations prevailing in the beer wholesaling industry," he added. "Seminars designed to bust unions and endanger the living standards of the workers and their families are in direct conflict with the nation's legislated policy to encourage collective bargaining between labor and management."

The picket in Itasca served notice on union-busters that, wherever they hold these sessions in the United States, the Teamsters Union and all organized labor will be there in visible, effective opposition to these activities.

Additionally, the activities of the West Coast Industrial Relations Association have been brought to the attention of Teamsters General President Jackie Presser, and the General President is preparing an all-out response. After examining the reports about the activities of the union-busting outfit, Presser instructed the Brewery and Soft Drink Workers Conference to formulate a national program to meet this challenge to the Teamsters Union. A meeting on January 7 and 8 in Phoenix, Arizona, will be the first step toward that national effort.


West Coast Industrial Relations Assoc. (W.C.I.R.A.)
UNION BUSTERS

Among the Teamsters at the protest were Bill Hogan, Joint Council 25 president; Charlie Klare, Brewery Conference director; and Klare's associate, Bill Young. Bruno Myszkowski of the CCT Brewery Division also attended.

The Race for the Presidency

As we do every four years, *International Teamster* will devote significant coverage to the Presidential campaign in 1988. The campaign is presently in its primary stage, though the scramble for delegates has been going on for nearly a year already. Unlike 1984, this year's campaign presents a full slate of primary challengers from both the Democratic and Republican parties.

As we go to press, the following are the active candidates on the Democratic side: Governor Michael Dukakis (MA); Senator Paul Simon (IL); Representative Richard Gephardt (MO); Reverend Jesse Jackson; former Governor Bruce Babbit (AZ); Senator Al Gore (TN), and former Senator Gary Hart (CO).

Republican candidates in the race are: Vice President George Bush; Senator Bob Dole (KS); Representative Jack Kemp (NY); Reverend Pat Robertson; former Governor Pierre Du Pont (DE) and General Alexander Haig.

All of these candidates are about to embark on the bewildering array of state caucuses and primaries, each with its own rules for voter participation and delegate selection. What was once a fairly limited and comprehensible process for choosing major party nominees has become the political equivalent of the United States Tax Code.

Some states hold primary elections, others hold caucuses. Some are winner-take-all, others award delegates in proportion to the vote percentage each candidate receives. Some have crossover primaries in which registered Republicans are eligible to vote for a Democratic candidate and vice-versa. Some require prior registration and some allow voters to register on the primary election day itself.

As if all this weren't confusing enough, more and more states want to get into the act. In 1968, for example, only 17 states held presidential primaries. In 1988, 38 states have scheduled such elections.

This year will also witness the debut of the closest thing to a national primary in our history—the one-day, 20-state event on March 8th which has been dubbed "Super Tuesday"—adding a further note of uncertainty to an already messy and complicated process.

In this and future issues, the *International Teamster* will focus on providing a timely guide to informed Teamster participation in the Presidential nominating process. We will examine the rules in the various primaries and caucuses, and will report the candidates' stands on the major issues—particularly those of deep concern to Teamster members. Analysis of who is winning, placing or showing along the way will be left to the newspaper and television pundits.

The following is a list of the important dates and rules for the 50 states, the District of Columbia and Puerto Rico—all of which are holding a delegate selection event, either primary or caucus, in 1988:

STATE	DATE	FORM OF DELEGATE SELECTION	DELEGATES AT STAKE		METHODS OF ALLOCATION		WHERE TO REGISTER
			DEM	REP	DEM	REP	
Alabama	March 8	open primary	61	38	PR	PR/ WTA	county court house
Alaska	March 10	closed caucus	17	19	PR	NFS	state election office, city & borough clerk, precinct registrar
Arizona	April 24(R) April 16(D)	closed caucus	40	33	PR	NFS	county recorder, justice of the peace, deputy registrars
Arkansas	March 8	open primary	43	27	PR	PR	county clerk, other designated places
California	June 7	closed primary	336	175	PR	WTA	office of registrar of voters or co. clerk, before deputy registrar, Dept. of Motor Vehicles, Post Offices
Colorado	April 4	closed caucus	51	36	BPR	NFS	any county or city clerk's office, or branch offices
Connecticut	March 29	closed primary	59	35	PR	PR	town clerk or registrar of voters, session of bd. of admission of electors, public sessions, crosstown & door-to-door registration
Delaware	May(R) May 16(D)	closed caucus	19	17	PR	NFS	county department of elections, other designated places
Florida	March 8	closed primary	146	82	BPR	WTA	with supervisor of elections, or branch offices
Georgia	March 8	open primary	86	48	BPR	WTA	county board of registrars
Hawaii	Jan. 27(R) March 8(D)	closed caucus	25	20	PR	NFS	any county or city clerk's office, Lt. Governor's office
Idaho	May 24(R) March 8(D)	open C(D)/P(R)	23	22	PR	PR	county clerk or precinct registrar
Illinois	March 15	open primary	187	92	DE	DE	county clerk's office, office of the Board of Election Commissioners during precinct registration days or anytime by precinct registrars

STATE	DATE	FORM OF DELEGATE SELECTION	DELEGATES AT STAKE		METHOD OF ALLOCATION		WHERE TO REGISTER
Indiana	May 3	open primary	85	51	PR	WTA	Bd. of Voter Registration, clerk of circuit court, before deputy registrar, certain institutions
Iowa	February 8	open caucus*	58	37	PR	NFS	Office of County Commissioner, public bldgs., or anyone may distribute forms
Kansas	March 5	closed caucus	43	34	PR	NFS	county election commissioner's office, county clerk
Kentucky	March 8	closed primary	60	38	PR	PR	county clerk's office
Louisiana	March 8	closed primary	71	41	PR	WTA	office of registrar of parish
Maine	Feb. 26(R) Feb. 28(D)	open caucus*	27	22	PR	NFS	before registrar of voters, board of registration, justice of peace or notary public
Maryland	March 8	closed primary	78	41	DE/PR	WTA	local board of supervisors of elections, public libraries, other designated places
Massachusetts	March 8	open primary*	109	52	BPR	PR	city or town hall or registrar will visit disabled, special out-of-office sessions
Michigan	March 26(D)	open caucus	151	77	PR	NFS	city or township clerk, Sec'y. of State branch office
Minnesota	February 23	open caucus	86	31	PR	NFS	city hall or other public place designated by official at polls election day, city clerk, county auditor
Mississippi	March 8	open primary	45	31	PR	WTA	county registrar or city clerk
Missouri	March 8	open primary	83	47	BPR	PR	county clerk's office or office of board of election commissioners
Montana	June 7	open primary	25	20	BPR	NFS	co. clerk & recorder's office, with deputy registrar, co. election administrator
Nebraska	May 10	closed primary	29	25	PR	DE	county clerk or election commissioner
Nevada	February(R) March 8(D)	closed caucus	21	20	PR	NFS	office of county clerk, registrar of voters, or volunteer deputy registrar
New Hampshire	February 16	open primary*	22	23	PR	PR	board of supervisors of the checklist or town or city clerk
New Jersey	June 7	open primary*	118	64	DE	DE	county bd. of elec. or ofc. of municipal clerk, out-of-ofc. sites, mobile vans
			DEM	REP	DEM	REP	
New Mexico	June 7	closed primary	28	26	PR	NFS	office of county clerk or by deputy registrar
New York	April 19	closed primary	275	136	BPR	DE	county board of elections, or at local registration meetings 2 days as designated
North Carolina	March 8	closed primary	89	54	BPR	PR	office of county board of elections
North Dakota	March 14	open C(D)/P(R)	20	16	PR	PR	—
Ohio	May 3	open primary*	174	88	BPR	WTA	county board of elections office or other legally designated sites
Oklahoma	March 8	closed primary	51	36	PR	WTA	county election board or office of voter registrar
Oregon	May 17	closed primary	51	32	PR	PR	county clerk's office, other designated places
Pennsylvania	April 26	closed primary	193	96	DE	DE	county board of elections, court house, municipal buildings, libraries
Rhode Island	March 8	open primary*	26	21	PR	PR	local board of canvassers
South Carolina	March 5	open C(D)/P(R)	48	37	PR	WTA	county board of voter registration office
South Dakota	February 23	closed primary	19	18	PR	PR	city or county auditor, township or town clerk, municipal finance officer or notary public
Tennessee	March 8	open primary	77	45	PR	PR	county election commission office or with precinct registrar, post offices, other designated places
Texas	March 8	open P & C(D)/P(R)	198	111	PR	WTA	county tax assessor-collector, deputies, county elec. administrator, co., clerk, Sec'y of State
Utah	April 25	open caucus	27	26	PR	NFS	county clerk's office or with registration agent, other designated places
Vermont	March 1	open caucus	19	17	PR	NFS	town or city clerk

STATE	DATE	FORM OF DELEGATE SELECTION	DELEGATES AT STAKE		METHOD OF ALLOCATION		WHERE TO REGISTER
Virginia	March 8	open P(D)/C(R)	85	50	PR	NFS	in presence of general registrar of city or county or assistants, various locations
Washington	March 8	open caucus	72	41	PR	NFS	county auditor's office, deputy registrars
West Virginia	May 10	open primary*	44	28	DE	DE	county clerk, magisterial sittings, certain institutions
Wisconsin	April 5	open primary	88	47	PR	WTA	municipal clerk or bd. of elec. commissioners in counties where registration is required
Wyoming	March 5	closed caucus	18	18	PR	NFS	city or county clerk's office
District of Columbia	May 3	closed primary	24	14	PR	PR	District Building, public libraries
Puerto Rico	March 20	open primary	56	14	DE	WTA	inscription centers established by local commission of elections

LEGEND

OPEN—voters may participate in either party's event

CLOSED—restricted to registered party members

*—open to independents, but not members of other party

C(D)/P(R)—Democratic caucus and Republican primary

P(D)/C(R)—Democratic primary and Republican caucus

DE—direct election of delegates independent of vote for candidates

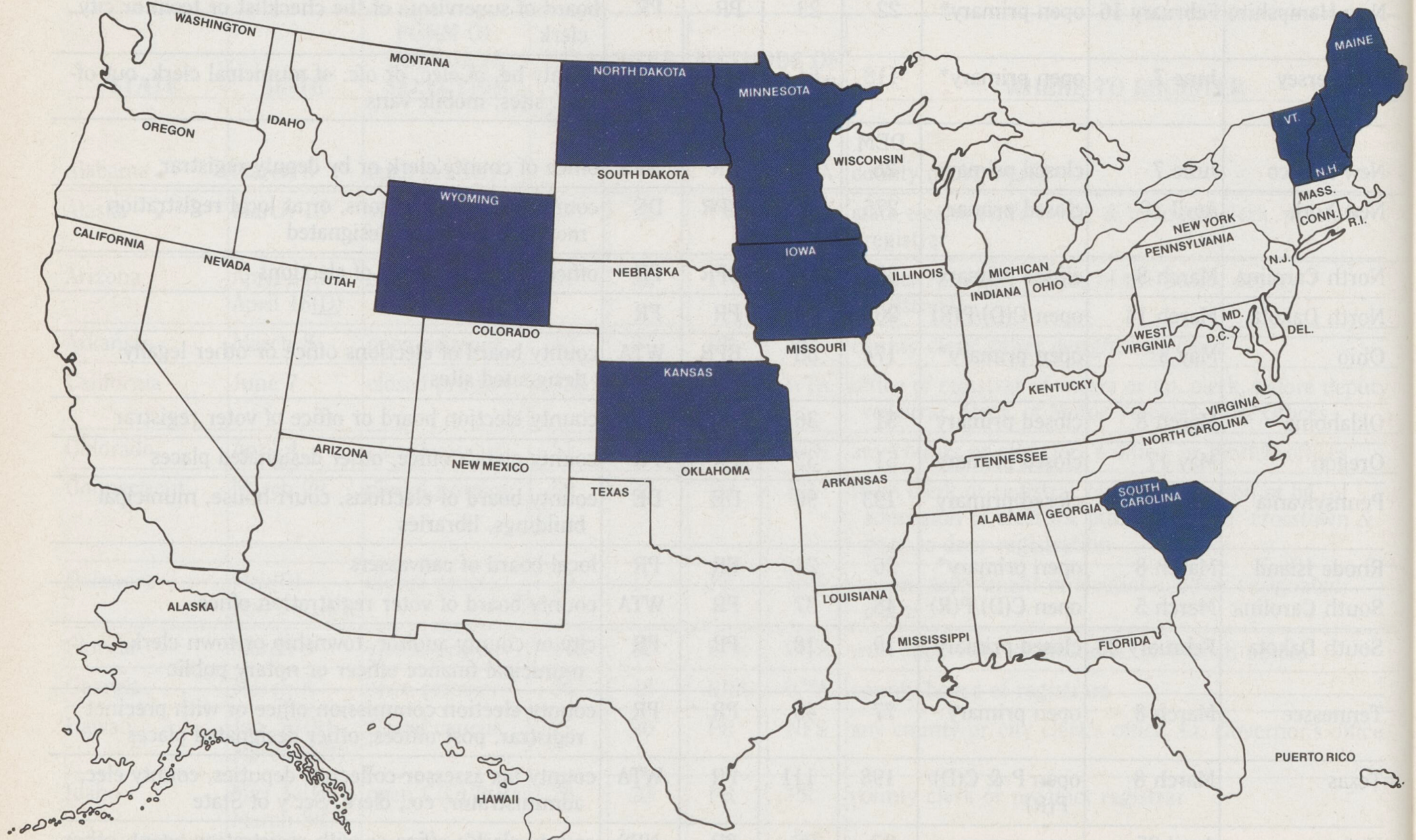
PR—proportional representation

BPR—bonus proportional representation; candidate receives bonus delegate for each district won

WTA—winner-take-all

NFS—no formal system for allocation; delegates determined by participants

The Opening Round: Before Super Tuesday


WASHINGTON
MONTANA
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NEW YORK
CONN.
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CALIFORNIA
PENNSYLVANIA
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MICHIGAN
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UTAH
ILLINOIS
INDIANA
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MISSOURI
WEST VIRGINIA
KANSAS
KENTUCKY
VIRGINIA
NORTH CAROLINA
ARIZONA
NEW MEXICO
OKLAHOMA
TENNESSEE
ARKANSAS
TEXAS
SOUTH CAROLINA
ALABAMA
GEORGIA
LOUISIANA
ALASKA
MISSISSIPPI
FLORIDA
PUERTO RICO
HAWAII

The states in color are holding either primaries or caucuses before March 8, 1988.

Teamsters Drive Home Message of Hope

In a volunteer effort that drew national attention, on November 20, four members of Local 808, Woodside, New York, drove a specially equipped van for the handicapped nonstop from Denver, Colorado, to New York City for the benefit of Steven McDonald, a New York policeman who was paralyzed from the neck down in a shooting incident in July, 1986.

Officer McDonald has been undergoing extensive rehabilitation treatment at the Craig Hospital in Englewood, Colorado, since April of this year. The van, which the Teamster members were driving to New York, was custom-built for Officer McDonald in Colorado and is outfitted with its own life support system. Local 808 learned that hospital officials were in need of someone to drive the van while Officer McDonald was returning by air from Denver to New York, and immediately volunteered its services. International Vice President Joe Trerotola made a vital contribution by offering to pay the airfare of the four Teamster members.

The four Teamsters who arrived in Denver on November 19th to pick up the van were John Mahoney, secretary-treasurer of Local 808; Eddie Martinez, recording secretary; John Pokoj, trustee; and Chester Miles, organizer. Mahoney and Martinez are both retired New York City police sergeants.

Officer McDonald was shot in the line of duty while attempting to stop a mugging in New York City's Central Park. His injury, which has left him a quadriplegic, aroused the concern and charity of the citizens of New York. Millions of dollars have been raised in his behalf and a new home in Malverne, Long Island, was specially modified for his arrival on November 21st. It is equipped with a voice-activated computer, an elevator and other special gear.

Upon his arrival, Officer McDonald was greeted by New York City Mayor Edward Koch and Patrolmen's Benevolent Association President Phil Caruso in addition to many friends and relatives. Also waiting for him was the van which the four Teamsters had taken turns driving for 34 straight hours until they reached their destination ahead of Officer McDonald.

Four Local 808 members drove the van from Denver to New York. Pictured left to right are: John Pokoj, trustee; John Mahoney, secretary-treasurer; Chester Miles, organizer; and Ed Martinez, recording secretary.

One final heartwarming footnote to this tale of individual courage and community charity: under a New York City program for catastrophically injured firefighters and police officers, Officer McDonald will return to work in an administrative capacity with full pay.

STEVEN
PATTI ANN & CONOR

Wellwishers gathered at the McDonalds' new specially-equipped home to welcome them back to the neighborhood.

Protect U.S. Jobs—Boycott Shell

Employees of the International Brotherhood of Teamsters recently joined representatives from several other labor unions, civil rights advocates and church leaders in picketing the Washington, D.C. headquarters of the Shell Oil Company to protest the company's continued support of the racist system of apartheid in South Africa. Shell Oil's parent company, Royal Dutch/Shell, supplies fuel to the South African military and police and to the apartheid economy. Since South Africa does not have its own oil supplies, apartheid could not continue without the support of companies like Royal Dutch/Shell.

What is Apartheid?

The apartheid system in South Africa denies the black majority the most basic human rights and forces them to live and work in slave-like conditions. Although more than 80 percent of South Africans are black, they are systematically denied the right to choose where to live or work.

Instead, they are forced to live in remote reservations called "homelands" or in isolated townships which often lack the basic necessities of electricity or paved roads. Millions of black workers are separated from their families by their employers and are forced to live in heavily guarded and extremely overcrowded barracks. Blacks are not permitted to own property outside the "homelands" which is set up on 13 percent of the country's most barren land.

Unlike the democratic system in the United States which guarantees each citizen the right to participate freely in the political process, South African blacks are denied the basic rights to vote or hold public office. Those who dare to speak out by organizing protests or strikes may be gunned down, jailed without trial, tortured, confined to house arrest, or fired from their jobs and sent permanently to the "homelands" where it is nearly impossible to find work.

1025
BLAKE BUILDING
TEAMS
ASKS
STOP APARTHE
BOYCOTT SHEL
TEAMSTERS

Employees of the International Brotherhood of Teamsters join other labor unions in picketing Shell's Washington, D.C. headquarters.

Apartheid Affects American Workers

Multinational corporations like Royal Dutch/Shell invest in the apartheid system and further exploit black workers by paying them slave wages with virtually no benefits, job rights or safety and health provisions. These multinationals are also exploiting American workers by, first, refusing to invest in American jobs and, second, unfairly undercutting American goods in the world market by exporting products produced by slave labor in South Africa. South Africa also exports products directly to the United States, while workers in the U.S. remain unemployed.

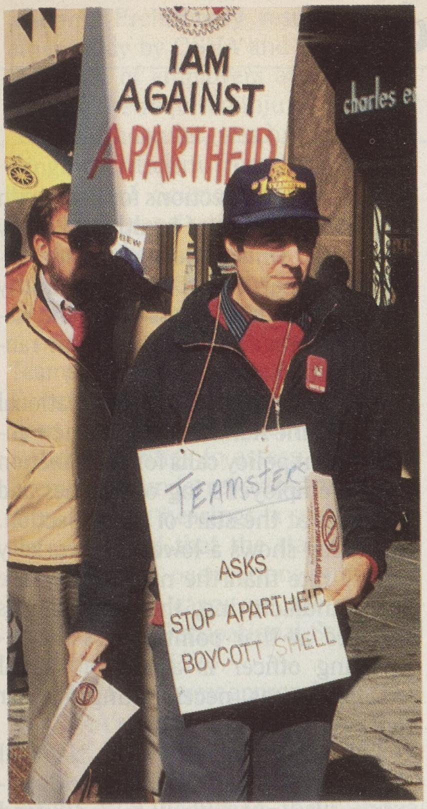
Companies invested in South Africa use the enormous profits they gain through the cheap labor force to fight their American workers who demand respect for their legal rights.

Birmingham, Alabama, school teacher Vera Brown summarized why she is boycotting Shell. "Our companies, factories, were being closed down. And then we discovered they were going to countries like South Africa and down in South America. And people were working for little or nothing. We call that slave labor. And for that reason, we want to put a stop to it."

Brown appears with other Shell Boycott supporters in Birmingham in the television documentary, "The American Connection." The documentary features rare film footage of South African police violence, and an interview with a representative of the National Union of Mineworkers, South Africa's largest union. It also includes a panel discussion featuring Bill Lucy, AFSCME secretary-treasurer and a leader of the Free South Africa Movement, and Gretchen Eick of the United Church of Christ.

Worldwide Boycott

The boycott of Royal Dutch/Shell products has gained enormous support not only in the United States, but in at least 11 other industrialized nations. Leaders of major labor, civil rights, religious and women's groups actively support the Shell boycott. With increased worldwide media attention, the boycott continues to gain strength and effectiveness.



IBT Information Center employee Joseph Horgan-Aguado passes out information leaflets while picketing Shell.

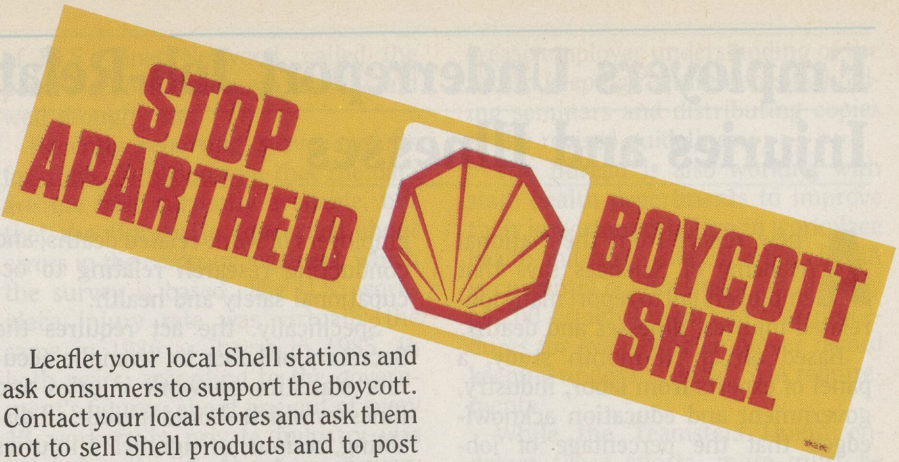
Why Target Shell?

Royal Dutch/Shell literally supplies the fuel necessary for apartheid to continue. Shell supplies oil to the South African military and police—oil to which they would not otherwise have access. In addition, Shell co-owns the Rietspruit coal mine where striking South African miners have been forced to work at gunpoint and union supporters have been fired.

The management of the world's largest corporation based on assets, Royal Dutch/Shell, refuses to pull out of South Africa despite the fact that this subsidiary is worth only *one percent* of the company's total assets.

How You Can Help

Shell is feeling affects of this worldwide boycott, but the pressure must continue. You can participate by cutting up any Shell credit cards you may still have, and by refusing to buy any Shell products until Royal Dutch/Shell withdraws from South Africa. Inform your family and friends of the importance of boycotting Shell and publicize your support through bumper stickers, hats or buttons.



Leaflet your local Shell stations and ask consumers to support the boycott. Contact your local stores and ask them not to sell Shell products and to post signs that state they refuse to do so until Shell pulls out of South Africa.

Meet with businesses and government agencies that use Shell products and urge them to stop issuing Shell credit cards to employees and to stop purchasing Shell products.

Finally, you could call the Shell Oil Company at their expense and express your views about the company's involvement in South Africa. The toll free number is 1-800-331-3703.

For more information on the Shell Boycott, or to purchase campaign materials, contact: Boycott Shell Campaign, 900 15th Street, N.W., Washington, D.C., 20005.

TVA Honors Teamsters For Outstanding Safety Record

DIVISION OF NUCLEAR CONSTRUCTION

Members of Local 515, Chattanooga, Tennessee, were among the employees recently honored by the Tennessee Valley Authority (TVA) for one million employee-hours without a lost-time accident at the Bellefonte Nuclear Plant in Scottsboro, Alabama. Scheduled for completion in 1992, the project employs approximately l,100 construction workers, including 600 building trades employees and 20 craft managers. Pictured at the Bellefonte plant are (from left) Max Howe, general construction superintendent; Chuck O'Brien, an IBT international representative and director of construction for the Southern Conference; Lonnie Cox, plant construction manager; Chuck Mason, deputy manager of nuclear power for the TVA; Roy McNutt, Local 515 steward; and George Blaylock, Local 515 business agent and alternate TVA representative. A dinner was held by the TVA for all employees November 20th at the plant to celebrate the outstanding safety record.

Employers Underreport Job-Related Injuries and Illnesses

A new report from the National Academy of Sciences says that employers fail to report many job-related injuries, illnesses and deaths.

Based on an 18-month study, a panel of experts from labor, industry, government and education acknowledged that the percentage of job-related deaths that go unreported "might run as high as 30 to 45 percent." Some of the experts pointed out that because deaths are "more clear-cut" than non-fatal injuries, underreporting of other injuries might be even worse.

As severe as the situation is for underreporting injuries on the job, it is even worse for job-related illnesses. The National Academy of Sciences panel concluded that the current system, "does not provide useful measures of the number of occupational illnesses." The cited figures, for instance, show that only about 1%—and possibly even less—of job-related cancers are reported under the current OSHA/BLS record keeping system.

OSHA

A general consensus developed among legislators as Congress considered passing the Occupational Safety and Health Act of 1970 that inadequacies in workplace health and safety statistics made it impossible for available information to provide an accurate picture of the nature and extent of workplace injuries and illnesses. In establishing new accident and illness reporting standards, Congress recognized that reliable information is essential to developing sound workplace health and safety policies and effective programs of prevention.

Congress sought to ensure "so far as possible, every working man and woman in the nation safe and healthful working conditions," by creating the Occupational Safety and Health Administration (OSHA), which was made responsible for enforcing the regulations established by the new law. The act's basic provisions are varied, and include the establishment of safety and health standards, carrying out inspections, ensuring the maintenance of record keeping by employers of work-related deaths, and conducting research relating to occupational safety and health.

Specifically, the act requires the Secretary of Labor to "compile accurate statistics on work injuries and illnesses which should include all disabling, serious, or significant injuries and illnesses whether or not involving loss of time from work."

Incidences requiring reporting by employers include workplace accidents or illnesses involving loss of consciousness, restriction of work or motion, or transfer to another job, but not minor injuries needing only first aid treatment. Companies with 11 or more employees are required to keep a running log of all job-related injuries and illnesses, and to report all job-related deaths to OSHA within 48 hours.

Responsibility for collecting this data was delegated to the Department of Labor's Bureau of Labor Statistics (BLS). The Bureau reports on the information that it collects from employers through its Annual Survey of Occupational Injuries and illness.

Employers' Incentive To Distort Records

Adequate record keeping is vital to the enforcement process because the data that result from these records are used to target industries for safety and health inspections, and the records kept at work sites are used in the inspection of those sites. Workers and their unions have raised concerns since the act's passage, however, that the data reported in BLS' Annual Survey is inaccurate and incomplete. Until recently, these concerns went largely unheeded.

The stakes were raised, though, when the Reagan Administration started exempting employers from OSHA inspections if they reported a low number of lost-workday injuries and illnesses. In 1981, the Administration announced a change in OSHA enforcement policy that put greater reliance on injury and illness records for scheduling inspections of plant sites in the manufacturing sector.

Previously, BLS data was used to target safety inspections for firms with high occurrences of health and safety problems. Under the new policy, industries that report a lost workday injury rate that is less than the national average are exempt from random inspections.

For industries above the national average, the Administration's new enforcement policy calls for examination of the employer's log of injuries and illnesses at the start of an inspection. If the log shows a lower lost workday injury rate than the national average for manufacturing, the inspection is stopped at that point unless the inspecting officer is aware of special circumstances necessitating further review.

The report issued by the National Academy of Sciences' panel acknowledges, "It is not difficult to understand how this inspection policy can create the impression that employers have an incentive to underreport occupational injuries. They know that their establishment will probably not be inspected if their injury rate is below a value made known to them in advance of data collection."

Moreover, many employers try to avoid workers' compensation claims and to keep rates of lost workdays low by intentionally failing to report and record job-related accidents and sicknesses. Some employers keep injured or ill workers on the job.

Using employer's logs to determine exemptions from routine OSHA inspections gave companies a built-in incentive not to report job-related accidents and sicknesses, but it also brought new public attention to the underreporting problem.

Recent OSHA investigations at several large companies support the allegation that underreporting is a serious problem among employers. Political pressure on OSHA to account for the problem has resulted in citations and penalties for several large firms, including General Motors, Ford Motor Company, Chrysler Corporation, Union Carbide, Scott Paper, Monsanto, the John Morrel Company and the Iowa Beef Producers, who willfully violated record keeping regulations. Preliminary results of another study by OSHA and BLS shows that 12% of employers are not even keeping the required injury log at all!

OSHA, however, was hit with some stinging criticism from the National Academy of Sciences panel: "OSHA has not demonstrated an ability to use the data it has available to it, nor does it seem to recognize the need for data to manage its programs."

Labor organizations, including the Teamsters Union, encouraged the Committee on Governmental Operations of the House of Representatives to hold hearings to assess the extent of employer underreporting problems. After holding hearings, a subcommittee concluded that the statistical information on occupational illness is inadequate to carry out the requirements of the Occupational Safety and Health Act of 1970.

In 1984, Congress appropriated funds in OSHA's budget earmarked for review of BLS' data collection and reporting in its Annual Survey. As a result, BLS convened the National Academy of Sciences' panel which issued a report of its findings and recommendations for improving methods of data collection and standards for employer reporting. The head of BLS, Janet Norwood, called the panel's report "thorough, timely and well thought out."

Recently reporting survey results for 1986, Norwood said that the data are the best currently available, but that the Bureau is concerned about errors in the company logs upon which the survey is based. The U.S. workplace injury rate was virtually the same in 1986 as it was in 1985. In both years, according to the government's figures, about one out of every 13 workers in private industry was injured on the job. About one in every 10 workers was injured in manufacturing, about one out of seven in construction.

While the injury statistics in trucking and warehousing are down somewhat in 1986, this is still one of the most dangerous industries in which to work. Its lost-workday injury rate is higher than any other industry except lumber and wood products. This lost time due to on-the-job injuries averages out to about two work days for every worker in the industry each year.

Norwood notes that the Bureau has begun a full review of the entire job safety and health statistical system. BLS has initiated a program to increase employer understanding of the record keeping requirements by holding seminars and distributing copies of the revised guidelines.

The Bureau is also working with state health departments to improve their important function in workplace health and safety data collection. OSHA is currently conducting a small study of 200 establishments to test procedures for evaluating employer record keeping under the BLS/OSHA requirements.

While the Teamsters Union endorses these efforts, more must be done in order to insure accurate job-related illness and injury statistics. Congress should institute the recommendations of the the National Academy of Sciences' panel. Moreover, in terms of worker safety, there is no substitute for on-site inspection by trained OSHA inspectors. Congress should commit resources to expand OSHA's inspection efforts and reinstitute inspections on a truly random basis.

You have a right to see your employer's injury log. Under OSHA regulations, the injury log must be made available upon request to any employee or union representative for inspection and copying.

Logbook Requirements Change

The Federal Highway Administration has modified its regulations on the logbook which truck drivers are required to fill out. These changes took effect November 30th.

The logbook keeps track of the hours the driver has spent driving or doing other work, so that a federal or state law enforcement official can figure out whether the driver is in compliance with regulations limiting the number of hours he/she can work and drive in a day or week.

The most important change is that "on-duty time" now includes time working for pay for another employer, even if that employer is not a motor carrier.

This means that any second job now counts toward the maximum of 15 hours a driver can be on-duty. After that, the driver has to have at least eight consecutive hours off-duty before he or she is eligible to drive a truck covered by these regulations. (That is generally any truck over 10,000 pounds, or any truck carrying placarded hazardous materials in interstate commerce.)

Any second job also counts toward the maximum of 60 hours on-duty in any seven consecutive days (or 70 hours in eight days.)

The Federal Highway Administration also clarified its "100-mile radius—12 hour exemption" to the logbook requirement: FHWA has added the word "consecutive" to make it absolutely clear that, to be exempt from having to keep a log, the driver must return to his/her reporting location and be released within 12 *consecutive* hours after starting work. The FHWA contends that this is what they always intended the regulation to mean and that the rewording is merely a clarification.

FHWA weakened the hours-of-service regulations regarding the total number of hours a driver can be on duty in a seven- or eight-day period. Before, it was illegal (except in Alaska) for a driver to be on duty more than 60 hours in seven consecutive days, or 70 hours in eight consecutive days. But under the *new* regulations, a driver can continue to do unlimited non-driving work, as long as he/she does not *drive* after being on duty more than the restrictions allow.

Other changes include eliminating four pieces of information from the log. Drivers no longer have to record:

- total daily mileage
- home terminal address
- point of origin
- destination or turnaround point

At the request of UPS and others, the Federal Highway Administration also expanded its Christmas season (Dec. 10-25) exemption from hours-of-service limits for local delivery drivers. This previously applied only to deliveries from retail stores; now it also includes deliveries from catalog businesses directly to consumers.

John F. English Endowment Fund

At the International Brotherhood of Teamsters National Convention in 1966, the delegates approved the establishment of the John F. English Endowment Fund in commemoration of a man who devoted 64 years of his life to the service of mankind and the labor movement. Each year since 1967, the John F. English Endowment Fund has presented an award of $5,000 to a college or university to be used for graduate study of issues relating to labor relations, labor economics, and transportation economics or labor law.

1987 Award

The 1987 John F. English Endowment Fund award was presented to the Labor Studies Center at Wayne State University in Detroit, Michigan. The Center will use the award for a study of the changes which have occurred in industrial relations as a result of management's responses to deregulation and international competition. In order to strengthen the University's ability to conduct this type of labor-related research, Wayne State is establishing a new College of Urban, Labor and Metropolitan Affairs.

In 1986–1987, Cornell University's Martin P. Catherwood Library was the recipient of the English Award. The grant money was used to establish an endowment fund. Interest earned from the endowment will be used to purchase books and periodicals in the field of industrial relations.

Living Testament To a Teamster's Values

The two most recent awards in the name of John F. English, and all the awards presented since the endowment was established, have upgraded the caliber of labor studies at each university selected as beneficiary of the award. Improved labor curricula at these schools has paved the way for enhanced understanding of the contributions made by labor to American society and to the national economy.

The awards, therefore, have been living testament to the career and contributions of former Teamster leader John F. English, in whose name and honor the endowment was established.

General Secretary-Treasurer English's entire career was dedicated to serving his brothers and sisters in the labor movement. English had been a Teamster since 1904.

In that year, he took a job as chauffeur of a two-horse dump cart and became a member of Teamster Local 191 in Boston, Massachusetts. In 1907, he transferred to Local Union 68, Coal Drivers Union, and he was elected as a business agent three years later. This recognition by his peers of his leadership potential led to English's quarter of a century of service as a local union official.

Previous Recipients

1967–1968
Boston College
Department of Economics

1968–1969
De Paul University
College of Law

1969–1970
Georgetown University
Law Center

1970–1971
Wayne State University
Department of Economics

1971–1972
Louisiana Tech University
Department of Economics and Finance

1972–1973
Washington State University
College of Economics and Business

1973–1974
Texas A & M University
Prairie View Agricultural & Mechanical College
Department of Geography and Economics

1974–1975
Southern Oregon College
School of Business

1975–1976
Fordham University
Graduate fellowships in the field of industrial relations

1976–1977
Illinois Institute of Technology
Chicago-Kent College of Law

1977–1978
University of British Columbia
Faculty of Commerce and Business Administration

1978–1979
University of Southern Mississippi
Department of Management

1979–1980
Southern Oregon State College
School of Business

1980–1981
University of Toronto
Centre for Industrial Relations

1981–1982
Catholic University
Columbus School of Law

1982–1983
Cleveland State University
Industrial Relations Center

1983–1984
University of Miami
School of Law

1984–1985
Idaho State University
College of Business

1985–1986
University of Manitoba
Department of Business Administration—Industrial Relations

1986–1987
Cornell University
Martin P. Catherwood Library

Valiant Teamsters in Pennsylvania Vow Final Victory in Strike

It had many trappings of the bitter labor-management clashes in the early part of the 20th Century. . . .

There was a black limousine with tinted windows, a bunch of union-busting goons (now called "security guards") to intimidate the striking workers, and there was a corporate boss nicknamed "Mo," whose company is located in a section referred to as "Fishtown."

A recent strike in Philadelphia, Pennsylvania, took on the appearance of a scene from the famed Minneapolis, Minnesota, crisis of 1934, and once again, the Teamsters prevailed, gaining in the process the respect of almost all citizens of one of America's largest cities—Philadelphia, the "City of Brotherly Love."

It was back on September 4, 1985, that 61 gutsy employees who are Teamster members of Local 115 in Philadelphia, went on strike against their employer, Noblit Industries. The company makes and distributes a wide range of hardware products.

Gutsy those workers must have been, because they were pitting themselves against a man whose reputation for successful intimidation of workers and for being totally unconcerned about working people, had preceded his takeover of the hardware company over two years ago from the previous, longtime owners. Many of the employees had worked for over 30 years for the previous owners of Noblit, Michael Geidelman and his brother-in-law, Arnold Hurvitz. Their employment there had been, from all reports, fulfilling, gainful, and without strikes or any serious problems.

That rosy picture changed color rapidly after the purchase of the hardware company by Moshe "Mo" I. Meidar, an unscrupulous newcomer to American soil with no understanding of workers' rights in the United States of America. Meidar sought to change the understanding of "hardware" to "hard wear and tear" for the employees.

In addition to his anti-labor reputation, Meidar's arrival on the scene was preceded by his trail of destruction to companies and their workers all the way from Ohio to Massachusetts. In fact, there are currently four or five lawsuits attacking his actions according to Local 115.

Soon after Meidar's purchase of Noblit Industries, the beleaguered workers were compelled to strike because of rapidly diminishing wages and because of Meidar's hiring of non-union employees.

Employees turned to Local 115, Philadelphia, and its principal officer, Secretary-Treasurer John Morris, for assistance. Morris is also president of the Pennsylvania Conference of Teamsters. Local 115 gave its full support and assistance to the strikers, and Morris's participation on the picket line provided a major inspiration to the workers. And when a strike continues for up to two years, an inspiration takes on added importance. During this long, long strike, Morris successfully took the strikers' case to court and won for them unemployment compensation benefits.

At no time during the two years did Noblit Industries give any indication of giving in to the strikers' demands, so Morris appealed to the National Labor Relations Board (NLRB). He presented an air-tight case for the hearing, which involved 7,000 pages of testimony.

NLRB Rules in Favor Of Teamsters

His efforts were successful, and NLRB Judge John H. West, in September, 1987, found Noblit Industries guilty of unfair labor practices, ordering the employer to return the union members to their jobs and to pay them two years' back wages, totaling almost $3 million.

Since the decision, however, Meidar has been stonewalling, true to form; despite the NLRB order, he has instructed his attorney to appeal the case. According to recent reports in the *Philadelphia Daily News,* Moshe's attorney stated, ". . . we think the judge goofed and we are confident he will be reversed." The resolve of the Teamster local is adamant, as are the workers the employer is fighting.

"The strike continues, and it will continue until these Teamster members get what's owed them, and they'll have my continued support!" vowed Morris.

berry & homer
STRIKE
LOCAL 115
TEAMSTERS
STRIKE
LOCAL 115
TEAMSTERS

In their third year on strike against Noblit Industries strikers brave the cold in Philadelphia to maintain their picket lines.

American Families and Their Finances: Most Save for a "Rainy Day"

The *New York Times* recently reported that Japan was investing huge sums abroad, much of it in U.S. Treasury Bonds. It added, "The fund from Japan represents the nest eggs of frugal Japanese consumers, who save more than 20 percent of their wages and the profits of Japanese industry's conquest of world markets with autos, video recorders, cameras and computers."

How Do American Families Compare?

Purdue University recently developed a series on family finances and the reasons consumers give for saving and investing. Many illuminating, and some surprising, facts were discovered.

The report indicates that about one-third of U.S. families claim they consider the most important reason for saving money to be potential emergencies. About 3,000 households and their finances were studied.

"Many families say their main motive for saving is a precautionary one," said Professor Dixie P. Johnson of Purdue's Department of Consumer Sciences and Retailing.

After emergencies, the next important reason for saving was retirement. Sixteen percent of the studied families considered it a top priority. Eight percent of the families saved for illnesses and seven percent for the purchase of durable goods.

When household heads were 40 years or older, they seemed more concerned with setting aside money for retirement. Where household heads were under 40, families were more concerned with saving for their own or their children's education and for goods such as appliances and cars.

"Young families need help in recognizing the need to plan early for retirement and the benefits of having Individual Retirement Accounts," Johnson said. However, she went on, "Many feel that about all they can do at this point is to pay into Social Security and their employer's pension fund."

Savings accounts are the most popular form of investment, held by two-thirds of families. Less-frequently held investments are certificates of deposit (21 percent); U.S. savings bonds (20 percent); stocks and mutual funds (20 percent); IRA's (16 percent); and money market certificates (13 percent). A very small percentage had trusts, bonds or Keogh retirement accounts.

The families studied rarely went for outside financial help. Instead, they relied on advice from friends and relatives. Only 12 percent sought advice from bankers and seven percent from brokers. Accountants, lawyers and tax advisors were at the bottom of the list.

Overall, says Johnson, people are independent when it comes to asking for outside financial help. Sometimes this can be good because the consumer is then motivated to become knowledgeable about financial matters.

But, Johnson feels that "some families might benefit from professional advice, especially when it comes to tax laws."

Generally, the more money the family earns, the more it needs financial advice. Yet the study shows that Americans are very conservative when it comes to saving and investing.

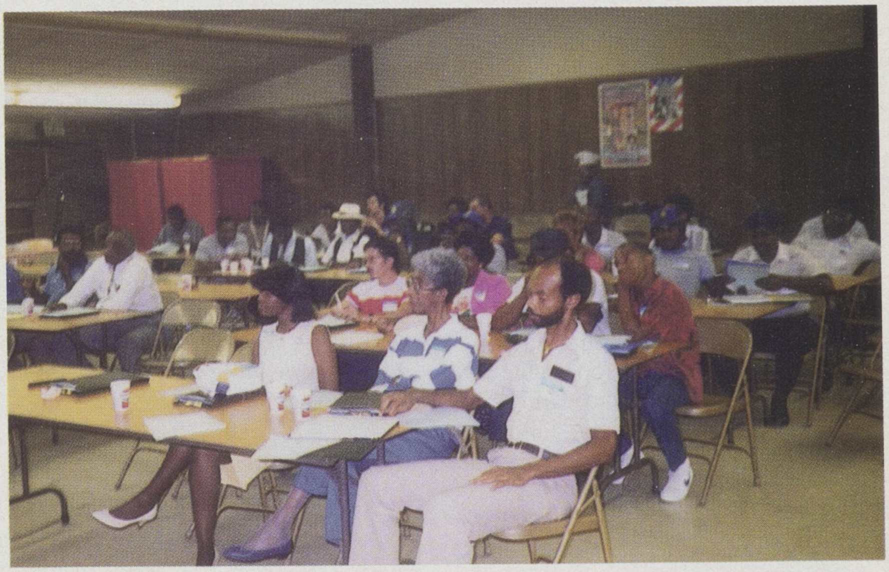
"Forty-five percent of the families surveyed said they are not willing to take any risks at all in saving or investing their money, and only 17 percent were willing to take above-average or high risks," said Professor Johnson.

One of the surprises of the study was that younger families were just as cautious as older families. Forty-one percent of households in which the head was under 30 years of age were not willing to take financial risks; 45 percent of families with a household head aged 45–64 had the same attitude.

A cushion for emergencies—even if it is a modest one—can make the difference between inconvenience and serious hardship for a family. A primary goal of effective cash management is to generate funds for emergencies and investments while meeting your daily financial needs. A "rainy day" fund should be easily accessible, such as money market fund or passbook savings account. Some experts suggest at least a six-month supply of funds to carry over the loss of a job or medical emergencies.

Whatever your income, controlling instead of being controlled by your money is the first step to reaching many other goals.

IBT's Training Programs Plan for the Future


Members of Local 1196 in Memphis, Tennessee, participated in an educational workshop conducted by IBT Education Department staff.

In the United States and Canada, worker education and training is a top priority. In 1987 alone, U.S. employer organizations budgeted $32 billion for all types of training purposes. From the shop floor to the executive boardroom, employer training programs reached 38.8 million workers, managers and executives nationwide. And that figure is rising every year.

The International Brotherhood of Teamsters, likewise, is making a similar investment in the future. No other international union offers the depth and breadth of labor education programs as do the Teamsters. Program levels include members, stewards, business agents, officers and staff training.

The IBT Education Department is now entering its 10th year of operation. In the beginning, program requests centered around traditional skill areas such as grievance handling, arbitration, negotiations, and organizing. In recent years, more and more affiliates request innovative program offerings addressing joint labor management training, motivation and morale building, effective communications, union busting, and corporate strategies, to name but a few.

The workplace has changed drastically over recent years. Both unions and employers are wrestling with new technologies, job designs and even on-the-job relationships. What was the norm five years ago no longer exists. In an effort to confront present-day challenges as well as anticipate upcoming events, Teamster affiliates realize the key is education and training.

Ten years of radical change in North America's workplace is actually reflected in the kinds of multi-level programming offered through the Education Department. The following affiliates recently held education seminars:

L.U.	Location	Principal Officer
391	Kernersville, NC	R.V. Durham, president
182	Utica, NY	V. C. Olivadoti, president
24	Akron, OH	John Mozena, president
776	Harrisburg, PA	T. B. Griffith, president
200	Milwaukee, WI	Red Fularczyk, secy-treas.
822	Norfolk, VA	Ernest Hines, president
791	Rochester, NY	Thomas Kenny, president
744	Chicago, IL	R. Chamberlin, president
344	Milwaukee, WI	R. Strzelecki, secy-treas.
771	Lancaster, PA	J. W. McKinney, secy-treas.
104	Phoenix, AZ	R. E. Perrine, secy-treas.
537	Denver, CO	T. McKee, secy-treas.
273	Pittsburgh, PA	R. E. Crusan, president
164	Jackson, MI	W. A. Bernard, secy-treas.
1196	Memphis, TN	Sidney Chism, president

The IBT Education Department is currently scheduling 1988 programs. Affiliates desiring further information and seminars should contact: Arthur F. Kane, Director of Education, IBT, telephone number (202) 624–8117 or TITAN TLA 1.

Local 776, Harrisburg, Pennsylvania, members attend a training seminar.

Labor Movement Launches “UNION, YES” Communications Campaign

The American labor movement is launching a long-range national advertising effort in 1988 with the inauguration of the $13 million “UNION, YES” communications campaign, approved by the AFL-CIO Convention on October 28.

As an affiliated union, the International Brotherhood of Teamsters is supporting the effort. The two-year campaign involves national advertising on network television, cable TV, local TV, network radio, and local radio. Under the umbrella banner of “UNION, YES” the campaign is intended to communicate the value of union organization to Americans, especially a new generation of younger workers.

Positive Union Messages

With the millions of messages aimed at the public over mass media, the “UNION, YES” campaign will create a platform for a wide range of additional positive union messages delivered by local and state labor organizations, including customized local radio commercials, print ads and stories in the labor press, slogans and illustrations for union organizing drives, and many applications that are stimulated by demand throughout the labor movement.

Campaign materials, which will be distributed throughout the labor movement in early 1988, have been designed to allow local and state labor bodies, international unions and local unions to substitute their own seal within the primary campaign symbols, thereby providing customized identity within the national campaign.

Goals of the Campaign

As the Convention resolution noted, the goals of the campaign are twofold: “to raise the level of public understanding of unions and of the AFL-CIO; and to increase both the predisposition of a new generation of American workers (20 to 40 years old) to union organization and to those workers’ understanding of how unionism responds to their own needs and concerns.”

The Convention resolution urged “every affiliate to use the materials provided as part of the “UNION, YES” effort, so that we may transform every member of each of our unions into a committed spokesperson for the fundamental messages we must convey.”

Those fundamental messages include the fair treatment and respect which union organization brings, and the voice afforded by a role in democratic workplace organization. The “tag line” for both radio and television commercials emphasizes the positive role that unions play in American life: “AMERICA WORKS BEST WHEN WE SAY UNION, YES!”

“UNION, YES” was a response to recommendations in the 1985 report of the AFL-CIO’s Committee on the Evolution of Work, “The Changing Situation of Workers and their Unions.” The campaign was developed by the AFL-CIO’s Labor Institute of Public Affairs (LIPA), in collaboration with communications specialists in the international affiliates.

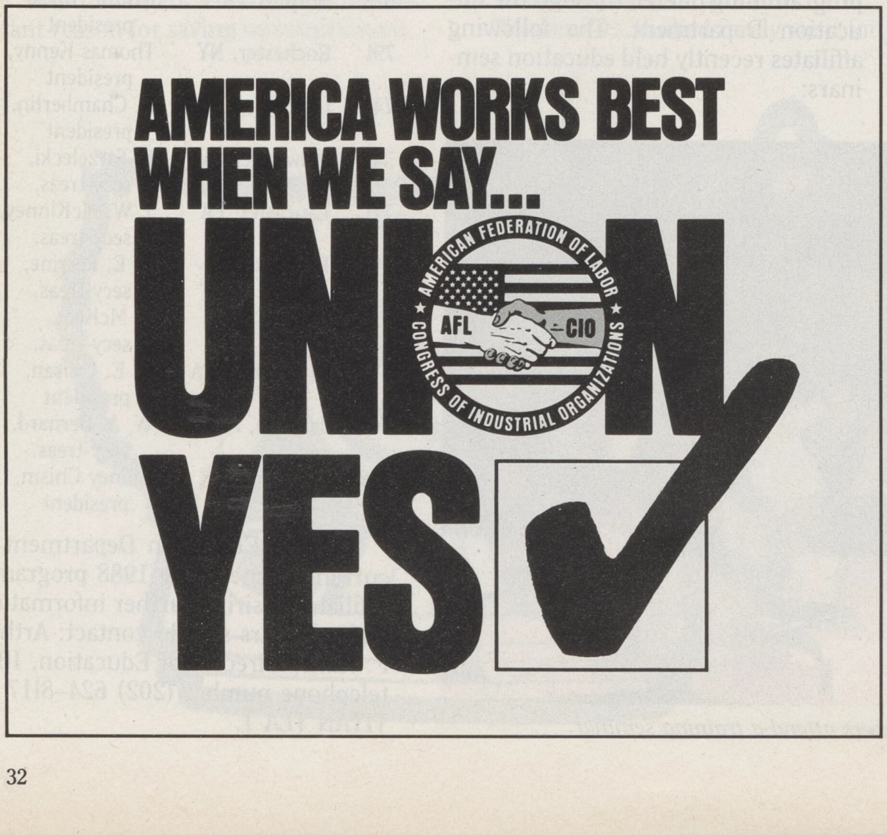
Long-Range Communications Program

Noting that unions had “failed to overcome the misconceptions about what unions do and have failed to make the public aware of the contributions of unions in the workplace and in society at large,” the Committee said “it is imperative that, within the limits of our resources, we mount and sustain a coordinated and long-range communications program, employing every technique and medium available.”

The convention approval followed recommendations by the AFL-CIO committees on Public Relations and Finance, and the Executive Council.

The AFL-CIO has used advertising several times in recent years to communicate about specific issues. In 1984, the federation spent over $1 million on the “Campaign for America’s Future.” That effort stimulated an additional $300,000 in radio time by labor bodies around the country.

The $13 million communications project, along with additional investments made throughout the labor movement, will dramatize the central role of unions in creating a better future for all Americans.

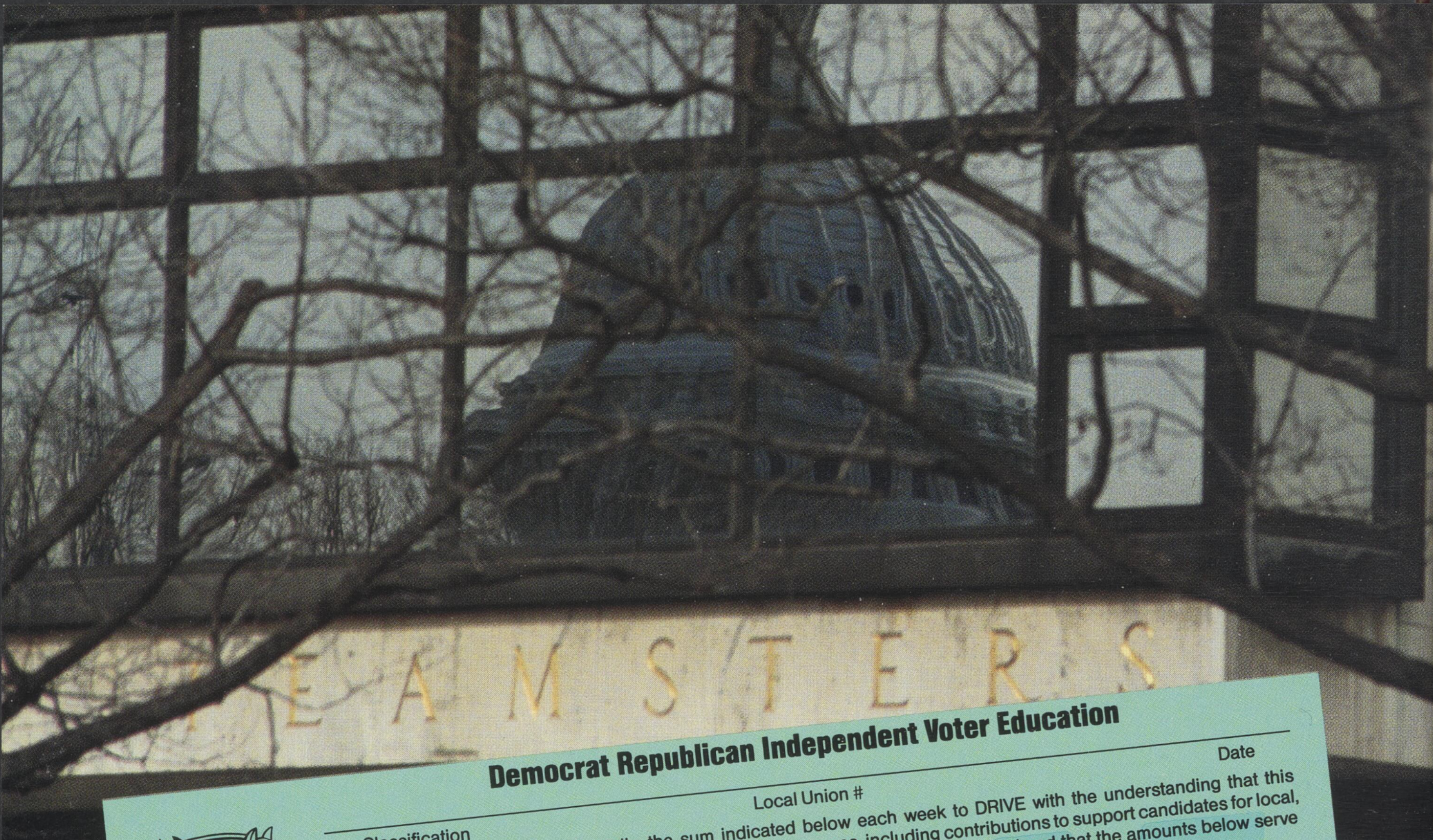

AMERICA WORKS BEST
WHEN WE SAY...
UNION
YES
AMERICAN FEDERATION OF LABOR
AFL
CIO
CONGRESS OF INDUSTRIAL ORGANIZATIONS

NOW WE'RE TALKIN'

UNION
YES ☑

This is the year we'll be telling America what unions mean to the workplace, to families, and communities. "UNION YES" is the simple, powerful slogan of the AFL-CIO's $13 million advertising campaign on television and radio. "UNION YES" will make it clear that unions are attracting a new generation of workers. "UNION YES" will show how unions are vital to our society—by providing a voice on the job, and by addressing issues that are crucial to all Americans. This exciting campaign will be made even more powerful with your active, enthusiastic support. As an individual member, you can carry the message of "UNION YES" to friends and family, to other union members, to unorganized workers—even to the news media. America needs unions to get moving again. So let's talk up "UNION YES"—so that everyone will be able to get the message:

AMERICA WORKS BEST WHEN WE SAY, UNION YES ☑



Democrat Republican Independent Voter Education

Date

Local Union #

Classification

I subscribe, freely and voluntarily, the sum indicated below each week to DRIVE with the understanding that this voluntary contribution may be used by DRIVE for political purposes, including contributions to support candidates for local, state and federal offices. I understand my right to refuse to contribute without reprisal and that the amounts below serve merely as suggestions. I am free to subscribe more, less, or nothing, without benefit or disadvantage.

I further hereby authorize and request my employer to deduct from my earnings the sum indicated below each week to be remitted to National DRIVE.

I reserve the right in accordance with the applicable state or federal laws to revoke this voluntary authorization at any time by giving written notice of such revocation to National DRIVE in accordance with such laws or otherwise.

Suggested voluntary contribution:

_____ $1.00 _____ $2.00 _____ $3.00 _____ Other

[A copy of the DRIVE report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D.C. 20463].

Signature

Name of Company—Please Print

Address

Name—Please Print

City State Zip

Social Security Number

Dist. No.

Please mail to: IBT, 25 Louisiana Ave., N.W., Washington, D.C. 20001, att: DRIVE Dept.

THE DECISIONS MADE ON CAPITOL HILL REFLECT ON YOU, AND ON YOUR UNION.

NOW MORE THAN EVER, SUPPORT IBT D.R.I.V.E.

Now is the time to support the friends of labor who speak out for working men and women everywhere. Show your support by increasing your contributions to the Teamsters' D.R.I.V.E. (Democrat, Republican, Independent Voter Education).

Through your contributions, the Teamsters can continue to have that much needed voice on Capitol Hill.

Invest in your future, return your D.R.I.V.E. coupon today.

THE INTERNATIONAL **TEAMSTER** FEBRUARY 1988

"The National Master Freight Agreement is testimony to the importance and vitality of collective bargaining in America."

Jackie Presser, Chairman
Teamster National Freight
Industry Negotiating Committee

THE PRESIDENT'S MESSAGE

February is traditionally known as the month of Presidents, the time in which we celebrate the birthdays of our two greatest Presidents, George Washington and Abraham Lincoln. But every four years February also becomes the month of presidential candidates with the New Hampshire primary, the traditional first step in the long, grueling process by which we elect the next President of the United States.

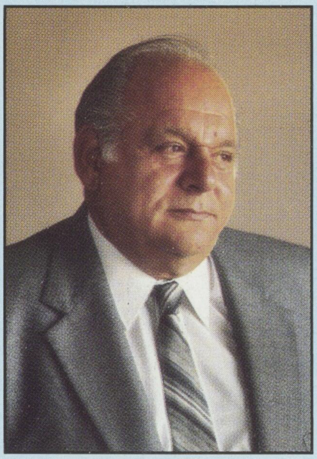
Therefore, the moment is appropriate for me to urge all Teamsters to begin their own process of scrutinizing, testing and evaluating the platforms of each of the announced candidates in both parties. The International's political and legislative departments have already begun the task of sifting through policy statements, speeches, and position papers to precisely determine the candidates' stances on those issues of deepest concern to organized labor. The IBT shall endeavor to keep the membership fully informed and up-to-date on all of 1988's races including Congressional and gubernatorial races.

There is potentially no more significant vote that Teamsters will cast in 1988 than to determine who shall guide the United States from the Oval Office. Though the Congress and the Supreme Court both play largely important roles, it is the President who sets the economic, social and political agendas for this nation for four years.

Besides the quadrennial rite of electing a President, there is also a triennial rite facing the IBT in 1988—negotiating new national agreements in the freight and carhaul industries. We have already had several meetings on both agreements and are now geared up for the serious task of bargaining for contracts that will determine the wages and working conditions of 220,000 Teamsters covered by the two agreements.

In the freight industry, recent years have not been kind. At least 78 large, Teamster-organized carriers employing over 85,000 workers have gone bankrupt or ceased operations since deregulation of the trucking industry in 1980. Many thousands more of our members have lost working time as a result of temporary shutdowns, layoffs or forced relocations.

Negotiating in this deregulated environment is a giant challenge, but the results are no less vital than they've always been to those Teamsters whose livelihoods and standard of living depend on them. The National Master Freight Agreement will cover approximately 200,000 drivers, warehouse, office and maintenance shop employees and will be negotiated concurrently with 31 Supplements that determine local wage rates, work rules and operations. You can rest assured that I and the other members of your National Freight Industry Negotiating Committee take our responsibility very seriously and are well prepared for the task ahead. We are determined to win the best possible contract for the membership.



Jackie Presser

Despite the havoc wreaked upon it by irresponsible Congressional actions, the freight industry is still vital to the nation's economic health. The commerce of the United States cannot help but be affected by the provisions agreed to, in terms of the fees shippers pay for service and the quality, convenience and availability of that service.

But beyond this, as was said at the opening session of the NMFA talks on January 14, the National Master Freight Agreement is also testimony to the importance and vigor of collective bargaining in America. For the ninth time in the history of the Agreement, labor and management will sit down together to find joint solutions and produce an agreement that not only enables organized freight companies to successfully compete but provides the job security and economic gains that our members deserve.

We are equally determined to achieve the best possible contract for our members in the carhaul industry. With the exchange of proposals with the industry behind them, Teamster carhaul negotiators are ready for the first round of talks in the agreement.

As you may remember, we endured a strike in this industry in 1985 and our negotiators are confident that we will get an agreement this time around that will win the overwhelming approval of carhaul members.

The message I hear from the rank-and-file is to reverse the surge toward unemployment. And I can assure you that we are as committed as ever to working long and hard to protecting those workers covered by these two contracts. I pledge now that we will be reasonable toward the industry, but we will never shrink from sheltering our members and their families from unreasonable industry demands.

Our position is the same as it has always been. We will keep Teamsters competitive in the mainstream of the American economy and work to get the laid-off worker back on the job. We know that what our workers deserve is not out of line with the needs of the employers, and we will be protecting those interests as we sit at the bargaining table.

Fraternally,

Jackie Presser

THE INTERNATIONAL
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DEDICATED TO SERVICE

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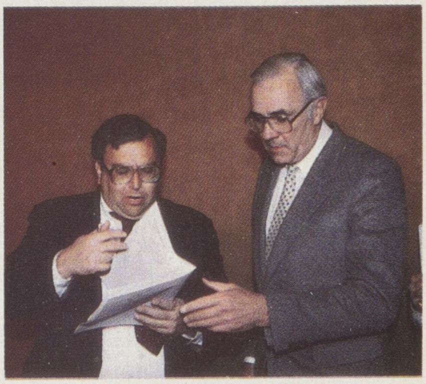

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National Master Freight Negotiations Begin

The Teamsters National Freight Industry Negotiating Committee formally opened a new round of contract talks for the National Master Freight Agreement on January 14, 1988, by presenting a set of contract proposals to trucking industry management.

Covering more than 200,000 Teamster members across the United States, the contract continues to set the standards for wages, benefits and working conditions in the freight industry. The current Agreement expires March 31, 1988. Bargaining sessions are scheduled to continue in early February.

We Are Ready!

The proposals presented to management are a composite drafted from a survey of the freight membership and from suggestions made by members at local union meetings held to obtain their input concerning needed changes in the contract.

Teamster freight industry representatives have been preparing for negotiations for several months. The current round of contract talks promise to be the most difficult in the history of the Master Freight Agreement. The trucking industry is experiencing severe financial difficulties. Since deregulation of the industry in 1980, 78 large Teamster-organized carriers employing about 85,000 Teamsters have gone out of business.

General President Jackie Presser is Chairman of the Teamsters Negotiating Committee and will lead this experienced team throughout the bargaining. Teamster Freight Division Director Jack Yager presented management with the proposals for changes in the National Agreement and its 31 Supplements. The Supplemental Agreements cover specific regions and types of occupations—over-the-road drivers, local cartage drivers, garage mechanics, and office personnel.

Employers were represented either individually or by associations to which they have given power of attorney to negotiate for them. Trucking Management, Inc. (TMI), the largest of the three employer associations, in terms of the Teamster members employed, has 34 member carriers employing roughly 95,000 Teamster members. Regional Carriers, Inc. (RCI), the smallest employer association involved in the contract talks, announced that it will bargain in tandem with TMI for the Central Conference Supplements. RCI represents about 20 regional carriers.

General Secretary-Treasurer Weldon Mathis addresses the opening session of freight contract talks covering 200,000 Teamster members.

The Motor Carrier Labor Advisory Council (MCLAC) has requested to negotiate separate from TMI and RCI. MCLAC represents 50 regional carriers operating primarily in the Central Conference area. Teamster negotiators met in a morning proposal exchange with representatives of TMI and RCI, as well as the bargaining agents of individual freight companies wishing to be party to the National Agreement but choosing not to be represented by one of the employer associations. MCLAC met with the Teamster Committee in the afternoon. The employers also presented their own suggestions for contract changes at these meetings.

Negotiators Optimistic

TNFINC Chairman Jackie Presser offered optimistic comments for the opening of the talks and expressed his hope that all parties would bargain in good faith for a just settlement. "The National Master Freight Agreement is testimony to the importance and vitality of collective bargaining in America. For the ninth time in the history of the Agreement, labor and management will sit down together to find the solutions to the serious problems facing this industry and its employees," Presser remarked.

"Once again, negotiators will be attempting to balance the legitimate economic and job security needs of Teamster members against the economic realities of an industry that is in chaos," Presser continued. "I am confident that our contract demands are reasonable, necessary, and compatible with the climate of the economy and the industry today. Therefore, I have every reason to expect that the forthcoming talks will produce an agreement that not only enables organized freight companies to successfully compete in the deregulated marketplace, but provides the job and economic security that our members deserve."

Yager stated the Teamster position forcefully in laying the ground rules for the negotiations: "The National Negotiating Committee intends to maintain, to the extent the law permits it to do so, the highest possible union standards, consistent with the interests of all our freight industry members, and of course the freight industry.

"We will continue to bargain in good faith with you," Yager promised the employers, "in an effort to come to a mutual agreement on a contract that will both maintain and improve national standards. We are not inflexible. We are ready to consider all arguments you make in support of your position. We will not favor any one group, or discriminate against any one group. But we will protect the interests of our members against any erosion of their economic interest, to the full extent permitted by law."

After accepting the Teamsters' contract proposals, TMI President Art Bunte addressed the session on behalf of his association. "The calendar year of 1986 was a good year and made us all believe that the trucking industry was stabilizing—that there was a light at the end of the tunnel," Bunte recalled. "However, last year, 1987, has shown the trucking industry is still in a state of turmoil, the overall financial condition of the industry has gone down substantially. The light at the end of the tunnel turned out to be a freight train."

Bunte went on to state, "We must remember as we negotiate this 1988 National Master Freight Agreement, that to a great extent when we are finished we will have answered the question of how many companies and jobs will still be here in 1991. All of us must be sensitive to the highly complex, very competitive world in which we live and work.

"We know you are as dedicated to enhancing the job security and standard of living of your membership as we are to improving and solidifying the competitive position of our carrier members. Our ultimate goals are not incompatible; indeed, they are identical," Bunte concluded.

Speaking for Regional Carriers, Inc., Tom Jones commented, "Each of us in this room today are faced with a huge task and must assume a great amount of responsibility. Therefore, we all must strive and make great efforts to attempt to arrive at agreements that will save and preserve the unionized segment of this great trucking industry.

"When I look around the room today, I notice that there are many carriers who were here three years ago who are not here today," Jones continued. "The reason for that being they are no longer in business. We cannot allow or permit this trend to continue. We all have a lot of work to do."

In the afternoon proposal exchange session, Teamster negotiators met with MCLAC representatives. Yager reiterated the Unions' commitment to good faith bargaining and to protecting and advancing the interests of all Teamsters covered by the Master Freight Agreement.

Steve Bridge, MCLAC's Chairman, praised the Teamsters for being the "most well informed people in the transportation industry" and criticized trucking company managers for failing to look to the Union for assistance in troubled times. "You headed a movement . . . to stop the erosion, and it's to our shame that your efforts were so carelessly received. Instead of addressing ourselves to remedies available in the contract, we rushed into the bankruptcy courts or devised nonunion entities to meet the unfair competition of the open market," Bridge explained. "Be that as it may," he continued, "while we are approaching the status of an endangered species, we still have the means of survival in our own hands, and that thought must be the keynote for the upcoming negotiations.

Yager presents Teamster contract proposals to Bunte.

Tom Jones, chief negotiator for RCI, offers his association's contract suggestions.

QUALITY INN
MCLAC carriers employ 35,000 Teamsters. Stephen Bridge, president, receives Teamster recommendations.

At a special meeting held in Chicago, Teamster representatives of all local unions with freight members overwhelmingly endorsed the proposals given to management.

International Vice President Don West presides over discussions of proposed contract changes for the Southern Conference Supplemental Agreements.

George Ayers, Jim Sherwood, Jim Guynn, and Ron Wint (left to right), discuss proposed contract changes.

"Let us not conduct these negotiations at the expense of each other," Bridge concluded.

Preparations Concluded

Approval of the contract proposals presented to management was given on December 16, 1987, by the Teamster policy representatives of the 277 local unions with freight members. Planning for negotiations has been underway for several months, and were culminated by this assembly of several hundred freight representatives in Chicago, Illinois. At the meeting, The Negotiating Committe received overwhelming approval of the proposals which were presented to management at the proposal exchange meetings.

The support given the Committee at this meeting is heartening considering the difficult climate in which negotiators will be bargaining. While negotiations are always tough, this one promises to be the toughest. The Negotiating Committee has fashioned its proposals from the suggestions given by freight members through the survey and in local union meetings. Local union unity and support is essential to achieving the bargaining goals advanced by the freight members. Every local union, joint council and area conference must rally in support of these bargaining goals.

Local union unity and support is essential to achieving the bargaining goals advanced by the freight membership.

All of the parties have agreed to bargain constructively and in good faith. Management has stated that they believes it is in everyone's best interest to reach a fair and just agreement without provoking a strike or calling a lockout. Teamster negotiators are certainly committed to this concept. However, the entire Union must be prepared to deal with whatever management will do over the course of negotiations.

Freight members will constantly be apprised of negotiating developments. Solidarity is essential. Only together can we achieve the job and economic security that the membership wants and needs.

House Members Join in Bipartisan Protest Of Justice Department Takeover Attempt

Some 247 members of the U.S. House of Representatives, including the leadership of both the Republican and Democratic parties, recently joined together to sign a letter to Attorney General Edwin Meese protesting the Justice Department's contemplated suit to place the IBT and three other AFL-CIO unions under federal trusteeship.

The December 19, 1987, issue of *AFL-CIO News* carried details of the story, headlined: “House Members Rap Bid to Take Over Four Unions.” The full text of that report is reprinted here:

A majority of the House of Representatives joined in a bipartisan protest against a furtive Justice Department plan to seek a court order imposing a federal trusteeship on four AFL-CIO affiliates including the Teamsters.

The 247 House members signing a letter to Attorney General Edwin Meese, III, warned that government takeover of an international union would hit at “the very foundation of our democracy.”

House Speaker James C. Wright Jr. and Republican Leader Robert H. Michel were among the signers.

The House members stressed that individual wrongdoers should be vigorously prosecuted for any crimes they have committed, but government has no business running a union.

That's the position the AFL-CIO Executive Council took earlier this year after the Justice Department leaked a story to newspapers that it was considering bringing a civil suit under an anti-racketeering law to put targeted international unions under the supervision of government trustees.

Destructive Scheme

“Government supervision is synonymous with the destruction of free trade unions, not with their salvation,” the council warned.

In similar vein, AFL-CIO President Lane Kirkland told the federation's convention in October that employing “the contrived theory of collective guilt” against unions would put the Reagan Administration in the same bed as dictators Pinochet in Chile and Jaruzelski in Poland.

The bipartisan House letter was drafted and circulated by Republican William L. Clay (D-MO), chairman of the Labor-Management Relations subcomittee, and Republican James M. Jeffords (R-VT), ranking Republican member of the Education & Labor Committee.

Wide-ranging Concern

Clay noted that the signers ranged across both party and ideological lines. They included 19 House committee chairmen and 17 ranking Republican members.

The letter to Meese asked “clarification” of reports that the Justice Department was seeking to impose trusteeships on the Teamsters, the Laborers, the Hotel Employees & Restaurant Employees, and the Longshoremen.

It noted that Congress has over the years enacted a body of legislation to “ensure that unions function as democratic institutions and that those who abuse union office may be effectively prosecuted and promptly removed from positions of trust.“

Unions give workers “a voice in the determination of national policy as well as their wages and working conditions,” the letter noted. It stressed that “unions must be independent of government or corporate control in order to reflect and represent the interests of their members.”

William Hogan Sr. Honored

The Better Boys Foundation's (BBF) Windy City Celebrity Roast, held recently at the Hyatt O'Hare, honored labor leader William T. Hogan, Sr., secretary-treasurer of Local 714 in Chicago, Illinois. The Roast featured the comic talents of Jan Murray, Red Buttons, Tom Dreesen, Norm Crosby and Jimmy Piersall and benefitted the BBF, a non-profit social service agency that has served the underprivileged youth and families of Chicago's West Side Lawndale community since 1961. Enjoying the pre-Roast reception are (from left), Bill Hogan, Jr., president, Local 714; Jim Hogan, president, Teamster National Show Services; Bill Hogan, Sr., and Mike Hogan, recording secretary, Local 714.

Labor Views Make the News . . .

When the Teamsters Union reaffiliated with the AFL-CIO, most trade unionists and almost all labor analysts forecasted "a new day for organized labor, a new time of growing strength, increased solidarity, and political clout." That forecast has been on target for many affiliates of the federation. International Teamster *reports here some brief news items of interest on other recent international union activities.*

IUE Stands Fast on Solidarity . . . Teamster General President Jackie Presser recently applauded a strong stand taken by President William H. Bywater of the International Union of Electronic, Electrical, Technical, Salaried, Machine Workers (IUE). President Bywater's name in Washington, D.C., has become, during the beginning of 1988, almost synonymous with the word "Solidarity." In fact, a large banner proclaiming "Solidarnosc," (Polish, for "Solidarity") is proudly displayed across the front of the IUE headquarters, immediately across the street from the embassy of the Soviet Union.

In December, 1987, two uniformed government agents instructed an IUE staff person to take down the banner during the visit in Washington by Soviet General Secretary Mikhail Gorbachev. Bywater told the agents, "No, we've flown that flag since the beginning of the Solidarity problems in Poland. . . . It's staying up there." It is hoped the vision of that banner will be remembered by Mr. Gorbachev, and that this expression of North American labor's resolve will have a positive impact on the Soviet leader's policy toward Poland, and on the American people's thinking about organized labor.

Bricklayers and CWA Lead Trade Union Rally . . . Another pointed labor message to General Secretary Gorbachev has received the Teamsters' endorsement as a significant example of the resurgence of North American labor solidarity. President John T. Joyce, of the International Union of Bricklayers and Allied Craftsmen, and Morton Bahr, president of the Communications Workers of America, joined AFL-CIO President Lane Kirkland in leading a delegation of trade unionists from 26 unions and other labor groups in a rally with 200,000 other Americans in protest of the Soviet Union's refusal to allow thousands of Jews to emigrate from the U.S.S.R. Kirkland, on behalf of all free trade unionists, pledged support for the thousands of Jewish "refusniks" who want to leave the Soviet Union, "for thousands of Soviet political prisoners and for the heroic leaders of the Soviet human rights and independent trade union movements." American labor's unprecedented display of solidarity has undeniably been making an impression not only in the United States and Canada, but also wherever news casts are aired, even behind the Iron Curtain.

NLRB Orders Backpay to Football Strikers . . . The National Labor Relations Board officially ordered the National Football League to pay up to $25 million in wages and bonuses to striking players, union members of the National Football League Players Association, who were prohibited by the owners from playing on October 18 and 19, 1987. The Board cited an NFL memo declaring that strikers would have to report by Wednesday to be eligible to play the next weekend. However, strikebreakers were allowed to sign up the next day before the games. The owners were ordered to pay the players for the missed game, plus the pro-rated share of any bonuses due.

Bargaining Victory for Steelworkers . . . Another example of a bargaining victory comes from Steelworkers Local 1865, in Ashland, Kentucky, which ratified a new contract with the Armco steel company in Ashland. The local sought to preserve American jobs while Armco converts the plant into a modern slab casting operation. Under the agreement, 3,200 production workers will make wage and benefit concessions for three years during the conversion. Afterwards, however, the workers will recoup the concessions with seven percent interest.

SEIU's "Justice for Janitors" Campaign . . . Solidarity is the name of the game for a local of the Service Employees International Union (SEIU). A "Justice for Janitors" campaign in Washington, D.C., has championed the cause of some 6,000 janitors in the District of Columbia to become organized under the SEIU banner. Many of the District's janitors receive less than $100 per week and have to rely on public assistance.

The Teamsters Union salutes its valiant brothers and sisters in other unions who are standing up for themselves and letting their collective voice be heard.

Busy Months Ahead for Asian-Pacific Office

Pekka Aro (fourth from left), deputy secretary general of the International Federation of Chemical, Energy and General Workers' Unions, recently visited the Teamster's Asian-Pacific Branch office in Taipei. He is pictured here with members of the Taipei office staff and friends.

The Teamsters Asian-Pacific branch office had a busy several months this past fall as it hosted and met with a number of important and and distinguished visitors.

The IBT office in Taipei serves as our coordinating link with our sister unions in Asia. It performs a number of important functions including the publication of IBT educational material on the American labor movement and collective bargaining.

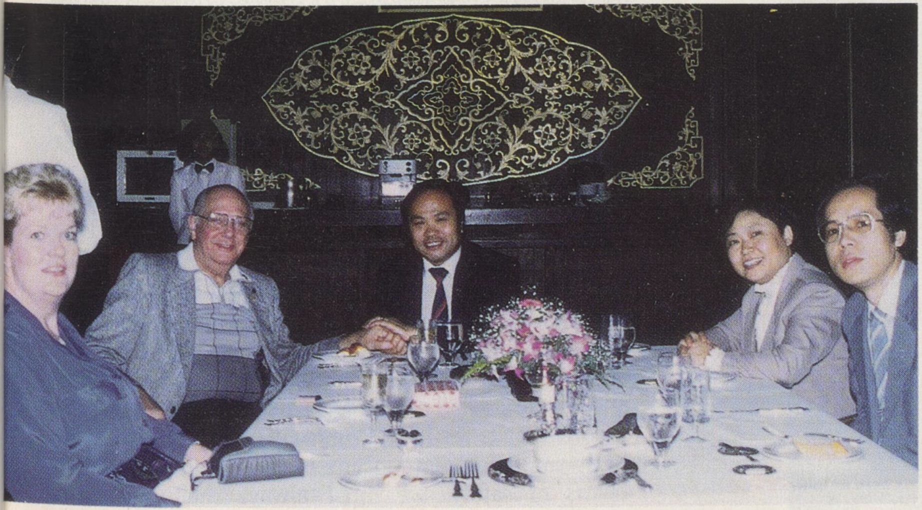
The office also works with international trade union secretariats in joint educational seminars and other programs in the Asian region. The multilingual staff provides translation and interpretation service for various international unions during regional conferences. The staff also collects and tracks data which is very important in monitoring the activities of multinational corporations. In addition, the office regularly hosts and provides assistance to visiting labor officials from the United States and around the world while they are in Asia.

Moe Biller, president of the American Postal Workers Union, AFL-CIO, paid an official visit to the Teamsters' Taipei office at the invitation of General President Jackie Presser. Biller, who was accompanied by his wife, was in Taipei during the week of November 9th to meet with the postal and letter carrier workers of the Republic of China. He spent time with the IBT Asian office staff and was briefed on the current labor situation and climate in Taiwan. In addition, the IBT staff in Taipei hosted a dinner reception on behalf of President Biller and his delegation.

Also visiting the Teamsters' Taipei office during November was Pekka Aro, deputy secretary general of the International Federation of Chemical, Energy and General Workers' Unions (ICEF). The ICEF is a international secretariat comprised of unions throughout the world. The Asian Teamster staff prepared an extensive itinerary for him which included meetings with a number of ICEF affiliated unions in the Republic of China. Aro discussed with the Asian branch staff programs and cooperation for future endeavors. The IBT is an active affiliate of the ICEF and has already cooperated with the ICEF in two international labor seminars in 1986 and 1987.

The IBT's Governmental Affairs Department in Washington, D.C., arranged to have Thomas Kahn, Director of International Affairs for the AFL-CIO, and Charles Gray, Executive Director of the Asian-American Free Labor Institute, meet with Teamster Asian staff members while the two officials were in Taipei. Kahn and Gray, who were in the Republic of China November 10–15, were briefed on Teamster efforts and activities in the Asian-Pacific region. As a result of the reaffiliation of the Teamsters to the AFL-CIO, the Teamsters will be working with the AFL-CIO on future endeavors in international programs.

Finally, the Taipei office was honored with a visit from Betty Southard Murphy, former National Labor Relations Board chairman and currently a commissioner on the Commission on the Bicentennial of the U.S. Constitution. Murphy, who was in Taipei to give a major address on the Bicentennial, visited the IBT Asian office and was hosted at a luncheon reception by the IBT Asian staff.



Moe Biller (second from left), president, American Postal Workers Union, AFL-CIO, was accompanied by his wife (far left) during his recent trip to Taipei. The trip included a visit to the Teamsters' office and a dinner which was held on his behalf.

An Interview with Jack Yager:

What's Ahead for Freight?

The International Teamster *interviewed Jack Yager, director of the IBT's National Freight Division, on the eve of National Master Freight Negotiations. Since working in the freight industry as a driver, he has served in various leadership capacities for Local 41 in Kansas City, Missouri, and the Central Conference of Teamsters. Yager has been a member of the National Master Freight Industry Negotiating Committee since 1971.*

International Teamster: *The upcoming negotiations of the Master Freight agreement come at a very critical time for the industry and our members. Can you outline our bargaining goals?*

Yager: This *is* a critical time for freight companies and the Teamster members employed with them. I honestly think that this is going to be the most difficult round of negotiations that we have ever faced. Never before has the financial health of the freight carriers, party to the agreement, varied so widely.

The industry is in chaos, but we are going to make sure that our members stay in the mainstream of economic life in this country. Maintaining living standards is critical. Job security is a must. The health and welfare and pension plans are also important to the members and their families, so negotiators have a great deal of work to do in these areas. Safety issues will also be very important.

International Teamster: *Do you feel that there are growing safety problems in the trucking industry since deregulation?*

Yager: There is no question about it. Deregulation has allowed too many people to get on the highway who have bought a truck that is nothing more than a piece of junk. Safety is not a factor for them. Money is so tight that they will get out there and run those trucks without paying attention to even basic maintenance procedures. They don't check the brakes, or if their air lines are hooked up and working properly. They don't run with first line tires on the steering axle, which we require in our contract. Hauling the freight and picking up the cash to stay afloat is all they are concerned about.

Too often, these gypsy drivers are inexperienced. There are people on the road who shouldn't be driving a tricycle, let alone being behind the wheel of a tractor-trailer pulling 20 tons down the road.

> ***"I honestly think that this is going to be the most difficult round of negotiations that we have ever faced. Never before has the financial health of the freight carriers, party to the agreement, varied so widely."***

International Teamster: *Are there problems in the unionized sector of the industry with deferred maintenance and unsafe equipment?*

Yager: Considering the cost pressures and the prices of equipment and replacement parts today, our carriers may overextend the life of some pieces. I really do feel, though, that safety is prominent in the minds of our carriers. The Teamsters Union is a powerful force for safety in this industry. Through provisions in the contract we make our members a big part of the safety solution.

The union people are good drivers who are truly professionals. Teamster drivers are safety-conscious, and so are our carriers, basically. Our combined record speaks for itself. Very few of the deaths on the highway involve a unionized carrier. However, in terms of safety, we must always make room for improvement.

International Teamster: *Are the governmental agen-*

cies responsible for enforcing safety on the highways doing an adequate job?

Yager: I think they are doing the best they can, considering the personnel limitations that they have. When you look at the number of trucks on the highway, it is obvious that this is a very difficult situation to police. I think the state highway commissions and the federal agencies have regulations on their books that will work; the problem is that they are short-staffed.

International Teamster: Do you think the grievance machinery provided for in the Master Freight Agreement is working well?

Yager: The biggest complaints that we have regarding the grievance machinery is the delays that too often occur in settling disputes. It may be in the best interests of both labor and management to discuss ways for expediting the grievance process.

International Teamster: What is the condition of the health and welfare and pension funds covering Teamsters employed in the freight industry?

> ***"When we sit down with management we will work out our problems. This is key to protecting our members' jobs, economic security and working conditions."***

Yager: Our plans are second to none. Even so, the funds' administrators and trustees are continuously striving to improve them. In fact, General President Presser recently contacted each health and welfare fund by mail in an effort to assess their needs in the upcoming years. This is a situation that we are constantly monitoring.

International Teamster: General President Jackie Presser initiated a communications program under Article 20 of the Master Freight Agreement designed to bring labor and management together to develop joint solutions to the problems facing the trucking industry. What are your thoughts on this program?

Yager: It has been an absolute success. A survey of our freight membership shows that 87 percent favor this joint approach. We have been bringing both sides together to talk about our joint problems. Let me say, however, that the program itself will in no way affect negotiations.

We are entering a new stage in the program. Pilot projects around the country will be going down to the grassroots level, where Teamster members and front-line managers can participate in developing solutions.

International Teamster: What are your organizing goals for the freight industry?

Yager: We have several irons in the fire; unfortunately, negotiations will be demanding all of our energies. After we have signed a solid agreement that protects the membership, we plan to move on several fronts.

International Teamster: Can you predict what the future holds for the unionized sector of the freight industry?

Yager: Many people feel that the industry hasn't bottomed-out yet. I am afraid that we may lose a few more carriers in the shakeout. When everything finally settles down, we are going to have a healthy industry.

International Teamster: Would you compare bargaining for a new Master Freight Agreement today with what it was like when you first joined the Naitonal Negotiating Committee?

Yager: There really isn't much of a comparison. In the beginning, we were negotiating with a healthy, growing industry. It was simple; you went to the table knowing that you were going to get something, it was just a matter of how much. Today, you no longer have a healthy industry, and you don't know what management is going to do. Because of the chaos that exists in the freight industry today, negotiations are going to be tremendously difficult.

International Teamster: What do you see for the future of the National Master Freight Agreement?

Yager: I see the Master Freight Agreement surviving. I feel very strongly about that. Collective bargaining is a flexible process. When we sit down with management we will work out our problems. This is key to protecting our members' jobs, economic security and working conditions.

Carhaul Representatives Prepare for Negotiations

Teamster representatives are completing preparations for the forthcoming negotiations over a new three-year national agreement that covers members in the carhaul industry. The current contract is due to expire at midnight, May 31, 1988.

The first step in the long and arduous process of negotiating a new contract took place on December 15, 1987, with a meeting of the Teamsters National Automobile Transporters Industry Negotiating Committee in Arlington, Virginia. IBT Vice President Walter Shea who serves as Co-Chairman of the National Committee along with General President Jackie Presser, presided over this initial conference.

International Vice President Walter Shea opened the carhaul meeting designed to consider proposals for changes in the national contract.

The purpose of the December meeting was to evaluate the proposals for changes in contract language that poured in from Teamster carhaul locals around the country and to review current conditions in the industry.

Vice President Shea opened the meeting with general remarks concerning the IBT's recent reaffiliation with the AFL-CIO, urging carhaul members to make extensive use of the programs, resources and facilities that reaffiliation affords the union. Shea expressed his confidence that with the Teamsters back inside the House of Labor, a reunited labor movement is ready to go on the offensive for the first time in decades.

Turning to more immediate matters, Vice President Shea warned the carhaul representatives that their mission of negotiating a new pact would not be an easy one. "We hope to conclude negotiations on a contract before May 31 but we have a lot of work to do toward that end, and we will work arduously and diligently to accomplish just that," Shea declared.

The Co-Chairman noted that while the economic climate for the carhaul industry is brighter than that in general freight, there would be tough negotiations ahead due to inflationary pressures on health and welfare plans. "There has been disturbing evidence in recent months that the rate of inflation in health care is really starting to escalate, a concern we haven't had to face for the last couple of years. Nevertheless, we are determined to win the best package possible for the membership," Shea concluded.

Achieving this goal requires comprehensive knowledge of industry conditions and voluminous feedback from the rank-and-file. The process had actually begun even before this first meeting, with the mailing out of a request for contract proposals to each of the Teamster carhaul locals. This was followed by a confidential questionnaire polling the members' concerns and attitudes regarding such topics as new-hire rates, truck safety, work conditions and drug testing.

At the December 15 meeting each of the proposals from the rank-and-file received thorough review. Some proposed changes of an article are sent to the IBT Legal Department for comments or legal drafting. Others are withdrawn. Some are sent back to the locals for clarification and others are accepted after lengthy debate and discussion among members of the National Negotiating Committee.

A few proposals that are received by the National Committee address issues that are regional in nature and are referred by the Committee to be handled by those representatives meeting on the Supplements to the Master Agreement. The Committee members also discuss proposed National Master Freight Agreement amendments that might be relevant to the carhaul pact.

The proposals reflect three years' experience with the current agreement. The Committee fully recognizes that no agreement is perfect and that last year's solutions can become today's problems.

Economics Director Norman Weintraub reviewed a membership survey.

The proposals cover a wide range. Regardless of their weight, every single proposal is read and discussed by the Committee before a decision is reached by consensus to accept, withdraw, clarify or refer.

It is a time-consuming process but one that is in keeping with the IBT's long-held commitment to democracy in contract negotiations.

The next step in this democratic process took place on January 13, 1988, in Chicago, Illinois, with the meeting of the two-man committee. Vice President Shea chaired this conference also as the Negotiating Committee presented the proposed new contract to a group composed of two members from each of the Teamster carhaul locals. The purpose of this meeting, of course, is to broaden the range of exposure to the proposed contract.

Before the reading of the contract language, however, Vice President Shea introduced IBT Economist Norman Weintraub who reported on the results of the confidential survey that had been sent out to the Teamster carhaul members. Weintraub's analysis of the survey results proved helpful to the committee in putting the proposed changes in perspective.

During the actual reading of the contract, there were still a few questions or requests for clarification. Vice President Shea and the other members of the National Committee answered each one to the evident satisfaction of all. After several hours, the two-man committee unanimously accepted the proposed contract changes. The members then split into supplemental groups to discuss and eventually approve the proposed changes in the contract language of the regional supplements.

Carhaul negotiators considered thousands of contract suggestions collected from the membership at local union meetings.

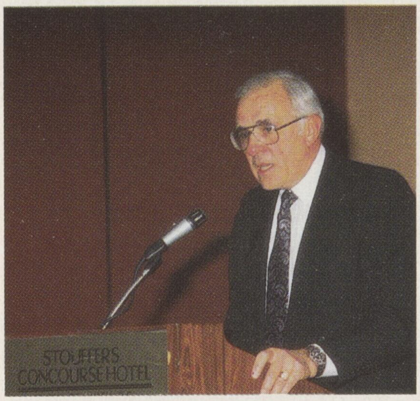
Background to The 1988 Talks

The Teamsters negotiated the first agreement with individual automobile transporter companies in 1945. The agreement set a truckaway loaded mileage rate of 6 cents per mile, and a driveaway rate for single passenger vehicles of 3.5 cents per mile. The first contract did not cover city drivers, garage, yard, or office employees. Drivers working on the clock received 90 cents per hour.

The 1958–1961 contract covered city drivers and garage mechanics for the first time, and they earned $2.51 and $2.64 per hour, respectively. Today, effective June 1986, truckaway drivers make 71.875 cents per mile, and driveaway drivers make 34.175 cents per mile—ten times what they made in 1945. City drivers as of June 1986, make $14.29 per hour, and garage employees make $15.02 per hour. This is almost six times their 1958 hourly wage.

The Teamsters signed the first multi-employer agreement with the Automobile Transporters Labor Division in 1952. In 1964, the parties agreed to the first National Master Automobile Transporters Agreement with area supplements attached, and the Eastern Conference joined in 1967 to make it a truly nationwide union and industry agreement.

Today, the National Master Automobile Transporters agreement and its supplements, in printed form, fills 1,121 pages, compared to 32 pages for the 1945 agreement. The Teamster drivers, mechanics, yard workers, and office workers are employed by 40 employers, and work under the agreement.



Shea: determined to win the best package for the membership.

Teamster negotiators will bargain for members covered by the National Automobile Transporters Agreement.

Facing the Future

In this era of job insecurity, the number of jobs in the industry has not significantly changed since the first national agreement in 1967, and income levels of Teamster carhaulers are the envy of white- as well as blue-collar workers everywhere.

Nevertheless, all is not a bed of roses. The industry faces increased competition from the deregulated railroad industry. The percent of traffic hauled by truck has skidded to an all-time low of 39 percent. If not for the strength of the overall U.S. market for automobiles, especially imports, many jobs would have been lost in recent years.

The 21-day strike in the summer of 1985, like all clouds, had a silver lining. It provided the Union and the employers alike with a recognition that we must genuinely work together to squarely face up to the industry and labor-management problems that exist today.

To this end, under the Article 13 provision for Union-Employer Cooperation, a new program was begun. This program, designed by the Teamsters and the Employers, promotes increased trust and cooperation among middle level and local level leaders on both sides.

Participants at the first session held in April, 1986, at Teamster headquarters in Washington achieved very positive results. Terminal managers and business agents opened new lines of communication, found areas of common concern and searched for equitable solutions.

The success of this program will receive its sternest test on February 1, 1988, when the union and the industry meet to exchange proposals on a new three-year contract.

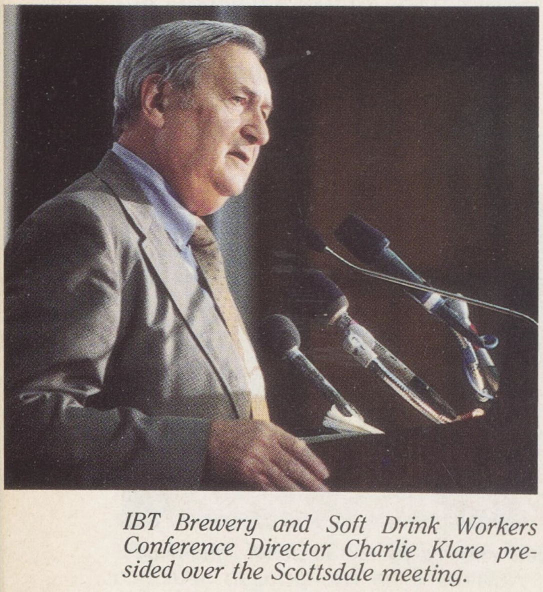
Teamster Beverage Locals Adopt National Program To Oppose the Union-Busters

When Teamster leaders from 94 local unions put their heads together in an atmosphere of urgency and singlemindedness, there arises a chorus calling for bold initiatives of every kind.

And when each representative presents well-considered and insightful solutions to common problems, an action plan with incomparable merit and with the greatest chances for success is sure to emerge.

Such was the case recently in Scottsdale, Arizona, where Teamster leaders from almost all IBT beer distribution and soft drink local unions met to solve two problems: the increasing activities of union-busting consultants wreaking havoc on a number of Teamster local unions; and the growing threat of a two-headed monopoly situation in the soft drink industry.

Teamsters Brewery and Soft Drink Workers Conference Director Charles Klare called this important meeting in Scottsdale at the behest of Teamsters General President Jackie Presser. Presser's policy is "to serve notice on union-busters, that, whenever they seek to bust unions anywhere in the United States, the Teamsters Union and all organized labor will be there in visible, effective opposition to these activities."



IBT Brewery and Soft Drink Workers Conference Director Charlie Klare presided over the Scottsdale meeting.

Valuable Advice

There were no lengthy speeches at the Scottsdale meeting, only pointed and valuable advice from several International officers followed by enthusiastic participation and input from each representative.

Teamsters General Secretary-Treasurer Weldon L. Mathis offered extremely important insight into the most effective means to counter union busters' campaigns and advised how local union leaders could mobilize their members most effectively. Mathis also explained that most of the problems resulting from the reaffiliation of the IBT with the AFL-CIO in the area of jurisdictional and organizing conflicts would soon be resolved by procedures already in place within the AFL-CIO.

International Vice President Ed Lawson, director of the Canadian Conference of Teamsters, offered his considerable expertise to guide the delegates in their debates. He also detailed the impact of the recently negotiated free trade agreement between Canada and the United States, explaining the exemption of the Canadian brewing industry from the treaty and what impact the treaty has on Teamster members.

Multi-Faceted Program Planned

With one objective in mind, the Teamsters debated and weighed each proposal and decided that a multi-faceted program on a national scale was the best solution. For such a nationwide effort, they proposed that the Brewery and Soft Drink Workers Conference enlist the active involvement of all Teamster locals and the appropriate Joint Council with jurisdiction for the geographic area of union-busting activity. The International Union would also be called in for assistance.

At the meeting, Director Klare stated that, "just as the Teamsters' mass meeting last year in Cincinnati, Ohio, was the turning point in galvanizing the Union's efforts to thwart the Justice Department's planned takeover of the IBT, this meeting in Scottsdale will prove to be the turning point in the Union's efforts to fight back against these attacks led by hired professional union-busters."

Of significant assistance to the delegates were IBT Department Directors Vicki Saporta of the Organizing Department and Ann Thompson of the Information Center. Both directors had important contributions to make in their reports to the delegates concerning the upcoming national program to mobilize against union-busters. Both directors advised in their reports that the program should get underway without delay to avoid any more decertification attempts inspired by union-busters.

Saporta and Thompson also informed the delegates that in their departments' investigations into individual union-busting consultants, they had uncovered a few sordid statistics. Their investigations had revealed that a surprising number of the union-busting consultants were renegades and not management lawyers, but turncoat former union officials.

The program which the representatives from the beverage industry locals fashioned will be submitted to General President Presser and the Teamsters General Executive Board for their fine-tuning and approval. General President Presser has stated that, "With any program developed to counter the union-busters, the International will lean heavily on support from the IBT Legal Department." He also commented that, "Any local which faces this kind of problem will now

"This meeting . . . will prove to be the turning point in the Union's efforts to fight back against these attacks led by hired professional union-busters."

—Charlie Klare

> *"Any local which faces this kind of problem will now know that we will consider its problem as a problem for the entire Teamsters Union."*
>
> *—General President Jackie Presser*

know that we will consider its problem as a problem for the entire Teamsters Union."

Yet another problem that has been of concern to Teamster soft drink locals was addressed in Scottsdale. As if being attacked by professional union-busters isn't a big enough problem unto itself, soft drink locals have found themselves up against two growing, menacing monopolies. Two of the world's largest corporations, Coca Cola, Enterprises and Pepsi Cola Bottling Group (PBG) have been expanding their control of the market by buying back franchises formerly in the hands of private companies.

Following a report by Bob Flynn, assistant to General President Jackie Presser, about a face-to-face meeting Flynn and Teamsters Vice President Robert Holmes had had with PBG management, the delegates discussed how the facts discovered in that meeting could influence the direction to be taken.

Coca Cola now represents upwards of 40% of all U.S. production and sales. Many of the formerly autonomous franchises are now under the umbrella of the home company. Similar statistics paint the same picture for PBG's amassing of control of its franchises. The soft drink delegates decided to set up a "National Council" of soft drink locals to respond to the recent developments in the industry. Planned for the near future is an inaugural meeting of this National Council that will decide how to bring some balance back into the soft drink industry and how to deal most effectively with the monopolies.

Airline Division Launches Major Organizing Campaigns

Airline Division Director Bill Genoese, speaking at an Airline Division meeting, condemned the policies of some airline managements who try to make profits off the workers' backs by pushing for more and more concessions.

The Airline Division is conducting a major organizing campaign to bring thousands of USAir employees into the Teamsters following USAir's acquisition of Pacific Southwest Airlines and Piedmont.

The Teamsters represent the fleet service group at four of USAir's main bases—Pittsburgh, Philadelpha, Boston and Buffalo. These workers have the best wages and benefits of any fleet service employees in the airline industry.

Teamsters also represent fleet service workers and other groups at PSA. The Piedmont fleet service group is unorganized.

"We have filed with the National Mediation Board (NMB) for an election covering USAir and PSA fleet service workers in order to protect our present membership," Airline Division Director Bill Genoese said. "We have also been successful in signing up fleet service people at Piedmont."

The Airline Division is also setting up plans to organize all USAir reservations and passenger service agents and clerical employees.

The key campaign issues are job security and the company's demand for concessions. "USAir wants the workers to pay for its PSA and Piedmont acquisitions," Genoese said. "It's out to beat up on the ramp service people."

There are 57 cities where USAir and Piedmont have combined operations.

Marvin Griswold of Local 2707, Los Angeles, CA, is coordinating the Teamster campaign on the West Coast.

The Teamsters are also in collective bargaining with the company on a new contract for the fleet service workers in Pittsburgh, Philadelphia, Boston and Buffalo. Business Representative Vince Hickman of Pittsburgh, who is in charge of negotiations, reports that so far the company is taking a hard line.

All-Out Campaign at Midway

The acquisition of Air Florida by Midway Airlines has led to an all-out Teamster campaign to represent approximately 500 employees at the merged airline.

"Midway is a rapidly growing carrier," according to Airline Division Director Genoese, "and this campaign is a must-win situation for the Teamsters."

Midway's two principal bases are Chicago and Miami. Presidents Joseph Bernstein of Local 781 in Chicago, and Tony Cannestro of Local 769 in Miami, are spearheading the campaign under the overall coordination of the International's Airline Division.

The Teamsters represented employees of Air Florida before the merger, while Midway employees were unorganized.

The National Mediation Board (NMB) will conduct two separate elections—one for mechanics and related crafts and the other for stock clerks. The NMB has assigned a mediator to the Midway property, and it's expected to set dates for the elections in the very near future.

Genoese, who is working closely with General President Jackie Presser on campaign strategy, said the International is throwing its full resources into the campaign because of its great importance.

"We have to protect the rights of our Air Florida membership," he said, "and preserve the gains we've made over the years."

Legal Department Report:

Two Recent Favorable Labor Board Decisions

A manufacturer of diesel engine generators in Bridgeport, Connecticut, developed a cunning idea for discouraging pro-union votes. Fortunately for Local 1040 in Bridgeport, the Labor Board concluded that the company's tactic was legally unfair and ordered a new election.

Management invented a contest to reward employees who wrote the best pro-company or anti-union slogan during an organizing drive. One day prior to the election at an assembly of all employees, the entries were read and the winners were announced. First prize was a 19–inch color television set. Second prize was a microwave oven. Third prize was a food processor.

Board Finds Contest an Unlawful Campaign Tool

The Board, in a 2–1 decision, found that the contest was an unlawful campaign tool to convince other employees to vote against Local 1040. Obviously, according to the Board majority, the employer "was buying endorsements, with a promise of material awards of significant monetary value." To grant benefits to selected individuals in this manner, just before a representational election, interfered with the employees' legal right to select and join a labor organization.

Not surprisingly, the Board chairman dissented. He did not accept the conclusion that the slogan contest was unlawful because of the requirement that elections are conducted by secret ballot. A contest winner, in his opinion, is under no pressure to vote against the Teamsters since the secrecy of the ballot box protects the employee's true leanings from disclosure. Happily, we can announce that the chairman's term has expired and the seat has been vacant since mid-December.

Other Unfair Labor Practices Outlawed

Numerous other unfair labor practices were committed as well by the employer's supervisors. Most harmful was the issuance of disciplinary warnings to several employees absent or tardy for work. The Board concluded that the company's stricter enforcement of an attendance and punctuality policy was in retaliation for the employees' support of the Teamsters. The Board majority also found instances in which the employer promised an employee educational assistance or a promotion if the Teamsters lost, or if the employee voted against the union.

While this was a favorable result for Local 1040, it was a long time in coming. What is so discouraging is that it took the Board nearly five years to decide this case. There is no excuse that can justify such a lengthy, drawn-out process.

Board Finds Employer Guilty For Refusing to Bargain

Local 667, Memphis, Tennessee, also recently received a gratifying win from the Labor Board. A trucking company sought to avoid contract negotiations with Local 667 which represented the drivers at its Memphis terminal. While the parties did engage in collective bargaining, the company became infuriated when the local rejected its final contract proposals. The company was further incensed when the local attempted to set up joint negotiations with Teamsters' locals representing drivers at other terminals.

In retaliation the company fired its drivers at Memphis, subcontracted their work, and withdrew recognition of the local as the bargaining representative.

The employer advanced a few business reasons for its decisions in order to disguise its retaliatory motive. The Board was not fooled, however, and concluded that the company's reasons were "baseless."

For example, the employer claimed that corporate losses in 1985 demanded drastic cost-cutting measures at its Memphis terminal, which coincidentally had been recently organized by Local 667. Yet, despite these so-called economic losses, the employer turned around and granted pay increases well beyond the Memphis wage levels for the drivers in Decatur, Alabama, a week after they voted against union representation.

The employer was found guilty for refusing to bargain with Local 667 about the decision to subcontract the Memphis terminal operation. The Board noted that the company's decision to subcontract was motivated by anti-union reasons which would not exempt it from a bargaining obligation.

More importantly, the Board ordered the company to reopen its Memphis terminal and reinstate all the drivers. The company was still doing business in the Memphis area, but had merely subcontracted its operations. The Board determined that reopening the terminal would neither cause "undue hardship" to the company nor threaten its continued existence as a business.

Fired Drivers Reinstated

All the drivers were ordered reinstated with full backpay and benefits with interest. A lesser remedy of reinstatement at a terminal in another city would not remedy the harm suffered by these employees, according to the Board.

The company was directed to sever, if necessary, all contractual relationships with others who were performing the work formerly performed by these employees in order to reinstate the drivers to their former positions. All references to their unlawful discharge were ordered deleted from their personnel files and were forbidden from being used as a basis for any future personnel actions.

While the wheels of justice took over two years—still an unacceptable amount of time—at least the drivers will be compensated for the delay. The singular warning in both cases, unfortunately, is that the losing employers might appeal the Board decisions—causing even further postponement of justice and its accompanying relief for Locals 1040 and 667 and their members.

Presidential Politics: Round Two

By the time you read this, the Presidential candidates, registered voters and the national press will be gearing up for the Big Event of this year's primary race—Super Tuesday. This one-day, 20-state event on March 8 is unprecedented and will severely test the mettle of those candidates remaining in the race after the New Hampshire primary results.

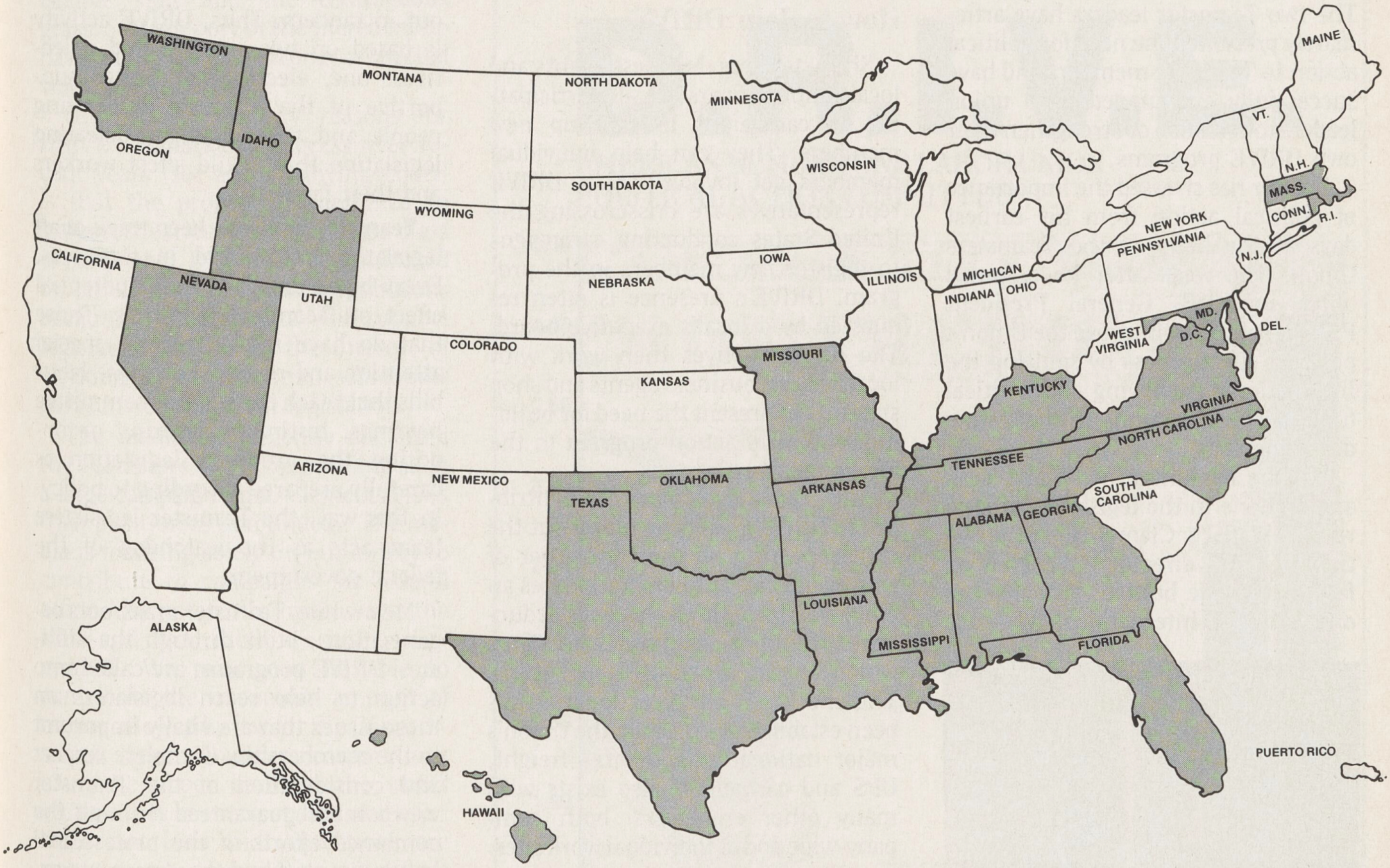
At stake on March 8 are 1,449 Democratic delegates and 865 Republican delegates. Compare this to the 80 Democratic and 60 Republican delegates selected in Iowa and New Hampshire and you get some idea of the magnitude of Super Tuesday.

While it is sometimes described as the closest thing to a national primary this nation has ever held, it would be more accurate to say that it is our first regional primary. Virtually every state holding a delegate selection on March 8 is in the South or on its fringe.

The South is so large a region and the timing of the event so early (eight months before Election Day) that Super Tuesday will undoubtedly have a significant impact on the 1988 nominating process. It will also work to counter the historically disproportionate weight carried by the early results in Iowa and New Hampshire. At stake on March 8 are well over half the total delegates needed by a candidate to win his party's Presidential nomination.

As might be suspected, the idea of Super Tuesday was hatched in the minds of Southern state legislators who were motivated by an understandable desire for the South to wield more influence over the process than it has in the past.

The IBT urges all Teamsters and their family members who live in the states of Super Tuesday (see list and map below) to take this unprecedented opportunity to determine the next President of the United States by exercising their right to vote on March 8.


WASHINGTON
MONTANA
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MAINE
OREGON
IDAHO
WISCONSIN
VT.
N.H.
MASS.
SOUTH DAKOTA
WYOMING
NEW YORK
CONN.
R.I.
PENNSYLVANIA
N.J.
CALIFORNIA
NEVADA
UTAH
IOWA
NEBRASKA
ILLINOIS
MICHIGAN
INDIANA
OHIO
MD.
DEL.
WEST VIRGINIA
D.C.
COLORADO
KANSAS
MISSOURI
KENTUCKY
VIRGINIA
NORTH CAROLINA
TENNESSEE
ARIZONA
NEW MEXICO
OKLAHOMA
ARKANSAS
SOUTH CAROLINA
TEXAS
ALABAMA
GEORGIA
LOUISIANA
MISSISSIPPI
FLORIDA
ALASKA
HAWAII
PUERTO RICO

SUPER TUESDAY STATES

Alabama	Primary	Louisiana	Primary	Oklahoma	Primary
Arkansas	Primary	Maryland	Primary	Rhode Island	Primary
Florida	Primary	Massachusetts	Primary	Tennessee	Primary
Georgia	Primary	Mississippi	Primary	Texas	Primary
Hawaii	Caucus (D)	Missouri	Primary		Caucus (D)
Idaho	Caucus (D)	Nevada	Caucus (D)	Virginia	Primary
Kentucky	Primary	North Carolina	Primary	Washington	Caucus

Thanks to You, DRIVE is Working: Banner Year for 1987

DRIVE, the Teamsters' political action fund, had a banner year in 1987: Teamster members contributed $4 million to the fund.

"I am very pleased to see us come from a quarter-million dollar program in 1982 to be one of the largest political action committees in America," said General President Jackie Presser.

Both General President Presser and General Secretary-Treasurer Weldon Mathis have actively promoted the DRIVE program in virtually every speech they give to Teamster members, and deserve credit for its growth. The two Teamster leaders have articulately presented the need for political action to Teamster members and have successfully encouraged local union leaders to establish or strengthen their own DRIVE programs.

Presser has stressed the importance of political action from his earliest days at the helm of the Teamsters Union. The week after he assumed office in 1983, General President Presser sought to improve the Union's political effectiveness by splitting the International's lobbying and political fund raising functions into separate departments.

"In the beginning, we had a desk and a phone in the legislative office," recalls Wallace Clements, IBT's National DRIVE director. "We grew so fast that Jackie built us a new set of offices in the International. We have had to expand on those three times."

Clements: *"We can reach our goals."*

When Clements became DRIVE director he had a staff of two field representatives, who help local affiliates establish political action programs, and a person to keep track of incoming money. Today, he has an office staff of 14 people and 13 representatives in the field.

"We are right up their with the big boys when it comes to raising political contributions," according to Clements. "I am proud that the Teamsters Union doesn't have to take a back seat to anyone in the political arena."

How to Join DRIVE

Shop stewards, business agents and local union officers are all participating in campaigns to sign up new members. They can help individual members get involved. Also, DRIVE representatives are crisscrossing the United States conducting campaigns to register new members in the program. DRIVE's presence is often requested by a local's executive board. The representatives then work with local leaders, business agents and shop stewards to present the need for building a political action program to the local's membership.

Any Teamster member can contribute to DRIVE simply by filling out the card appearing on the back cover of this magazine. The card authorizes an employer to withhold weekly deductions from an employee's earnings which are then remitted to DRIVE. This check-off method of donating has been established in each of the Union's major national agreements—freight, UPS and carhaul. It also exists with many other employers, both company-wide and at individual work sites.

Born of Necessity

DRIVE stands for Democrat, Republican, Independent Voter Education. Born in 1959, DRIVE was a child of necessity. Despite the objections of labor, anti-union sentiment among employers prompted Congress to pass the Taft-Hartley Act of 1947 and the Landrum-Griffin Act of 1959. The laws stripped some of the most important rights gained by unions through years of political struggle.

In the aftermath of these legislative attacks, the Teamsters' political imperative became clear: either increase involvement in the political process or risk losing the rights and benefits fought for and won at the bargaining table. Teamsters had long played an important role in American political affairs, yet the time had come to coordinate the union's political activities on a national level.

In order to be effective, political and legislative action must be carried out in tandem. Thus, DRIVE activity is based on two inter-related objectives: one, electing candidates supportive of the interests of working people, and, two, passing or defeating legislation that would affect workers and their families.

Teamster lobbyists keep track of all legislation introduced in Congress. Every bill is analyzed for its potential effect on Teamster members. Those that do have impact receive special attention and review. For those labor bills that reach the stage of committee hearings, testimony favoring or opposing the proposed legislation is carefully prepared according to policy. In this way, the Teamster legislative team acts as the watchdog of the federal government.

Meanwhile, Teamster grassroots organizations, built through the affiliates' DRIVE programs, are called into action to help reach legislators on those issues that are vitally important to the membership. Complete respect and consideration of the Teamster viewpoint is guaranteed through the combined efforts of the professional legislative staff and the grassroots organization. The stronger the grassroots organization, the more effective will be DRIVE's role in influencing the legislative process.

Obviously, political activities are very important during an election year. The DRIVE program offers members an organization through which to channel their political activities to advance and protect the interests of

Teamster members. Membership in DRIVE however, obligates a person only to the extent that he or she wants to be involved. Since no organization is effective simply because it has a large political war chest, DRIVE hopes that its members will become active in the political process in a variety of ways. The Teamsters Union is looking to duplicate its election victories of 1986. During the upcoming elections, Teamster members around the nation will be registering people to vote, conducting letter-writing campaigns, putting up yard signs, reminding people to vote, and participating in other political activities. Members should contact their locals to get involved.

The Teamster cause is just. The Union represents the needs of workers, retirees and their families. Taken together, the Teamsters' expert legislative staff and the tremendous grassroots support of the membership have added up to a strong, respected voice on Capitol Hill.

One of the primary reasons for DRIVE's remarkable success over recent years (see accompanying chart) is that the program is designed to support the friends of labor, regardless of party label. DRIVE is not dominated by either Democrats or Republicans because the Teamsters will support legislation that is in the interest of working men and women, whichever party introduces such legislation.

The media has recently criticized the Teamsters Union for building such a large campaign fund. Clements views their position as unfounded. "The media is focusing solely on our ability to contribute to campaigns for federal office," he noted, "In many ways, the state and local races are just as important. We may soon be able to contribute the maximum amount of money allowed by law for the Congressional races. However, corporations have the upper hand in the states because they are outspending us there." Important laws and regulations are passed in city councils, county offices and state legislatures, which are all elected positions.

"We need to spend about three times as much in the state and local races as we do on the federal level," Clements said. "We need to get more of our friends elected to office across the United States, especially in right-to-work states so that we can start turning around some of those anti-union laws." General President Presser also noted that the excess funds would be needed to expand Teamster efforts in educating members about the political process. "My hope is that one day we can get two million highly knowledgable Teamster voters to the polls," Presser explained. "Votes are the true measure of political clout in America. Our goal is to raise sufficient funds to facilitate Teamster political activity in every precinct in the country."

The Teamsters have set higher fundraising goals for 1988. Reaching these goals is entirely possible because the Union has a large pool of untapped resources. DRIVE raised $4 million in 1987 based on the contributions of a small percentage of the membership.

"Jackie Presser and Weldon Mathis displayed their full commitment to the program. We can reach our goals but it is going to take a lot of hard work," Clements concluded. Considering the legislative stakes involved for working people, the effort is absolutely necessary.

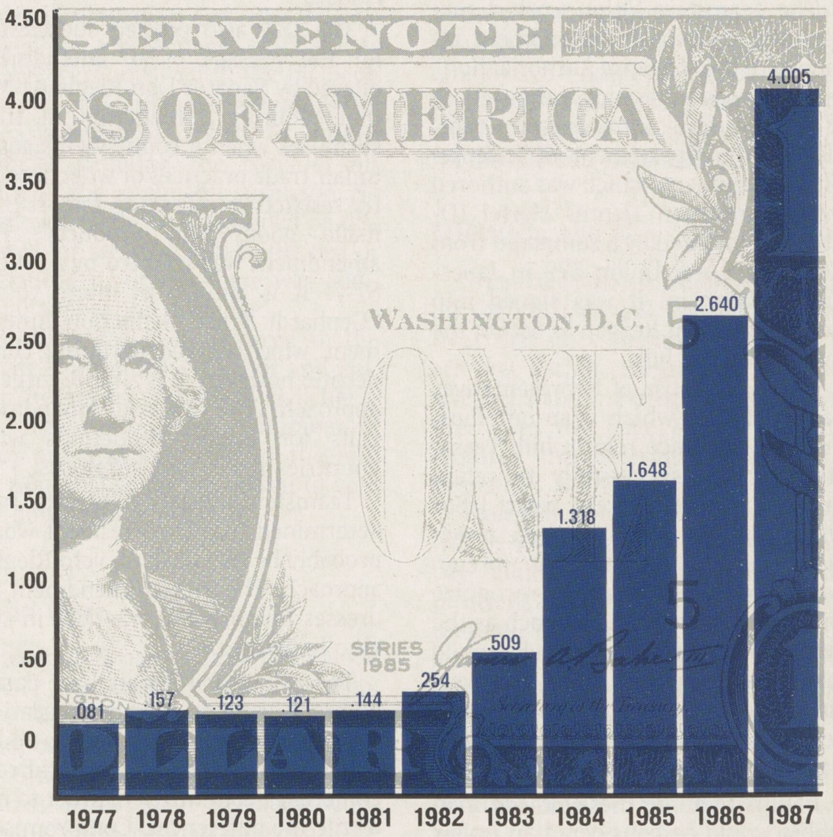
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JACKIE PRESSER
General President

WELDON L. MATHIS
General Secretary-Treasurer

D.R.I.V.E.

AMERICA'S NUMBER ONE LABOR UNION POLITICAL ACTION COMMITTEE



TEN YEAR ANNUAL RECEIPTS
IN MILLIONS OF DOLLARS
Democratic Republican Independent Voter Education

What's Happening on Capitol Hil

Teamster legislative experts have recorded a number of successes from the nation's lawmakers on Capitol Hill in Washington, D.C., on a number of fronts concerning working people and labor unions. The Teamsters Union has made considerable progress in advancing pro-labor legislation concerning foreign trade, drug testing programs, truck and bus safety, employee polygraph protection, and child care; in addition to various other bills having an impact on America's working men and women.

Trade

The IBT has sought improvements in several areas of trade legislation being considered by the Congress. This increased activity on trade legislation reflects a growing awareness among lawmakers that steps must be taken to protect American jobs and to reduce the massive and catastrophic trade deficit.

The Teamsters Union worked successfully to have an amendment attached to the "Defense Authorization" bill that would restrict the purchase of foreign-made administrative vehicles by the Department of Defense. This amendment, which was authored by Congressman Dennis Hertel (D-MI), was initiated by a complaint from Teamster Local Union 579 in Janesville, Wisconsin. It was signed into law by President Reagan as part of the overall defense bill.

The U.S. House of Representatives passed H.R. 3, which is an omnibus, or catch-all, trade reform bill. Teamsters lobbied successfully to retain provisions that address basic labor rights as trade policy. If these provisions were to become law, foreign countries would have to recognize minimum workers' rights such as the right to bargain collectively, child labor laws, minimum wage, and overtime provisions in order to have unrestricted access to the American market.

Failure to honor these basic human rights would be considered an unfair trade practice, causing restrictions on imports from those countries. This section closely resembles the Teamster-endorsed trade bill, H.R. 1879, the Fair Trade and Wage Act, which has been re-introduced by Congressman Tommy Robinson (D-AR).

Last summer, the Senate passed by a vote of 71 to 27, S. 1420, which is the Senate version of trade reform. During debate on this legislation, the IBT argued successfully to retain strong injury relief provisions for American industries.

In addition, the Senate approved, by a vote of 60 to 40, a modest plant closing notification provision. This section requires American businesses to notify employees of a planned closure or mass layoff. The measure would apply to companies that have more than 100 employees and only when a company lays off more than one-third of its work force. If these standards are met, the company would be required to issue a 60-day notice to its employees of the closure or layoff. A separate, more stringent plant closing bill is being considered in the House.

The IBT also pushed successfully for the passage of an amendment, offered by Senator Don Riegle (D-MI), that requires a reduction in trade surpluses when a country engages in unfair trade practices or when a country restricts or refuses to import U.S.-made goods and products. This amendment was adopted by a vote of 87-7. It is similar in intent to the "Gephardt Trade Reduction Amendment" which was adopted during House debate; however, it is a more targeted approach. (The Gephardt Amendment calls for import reductions when countries run trade "surpluses.")

Teamster legislative experts have determined that the President would probably be less likely to veto Riegle's approach. The Riegle Amendment addresses unfair trade practices in specific industries.

The House and Senate have passed different versions of trade legislation. Representatives from these two bodies will now meet in what is called a conference committee in order to reconcile the differences. Compromise is the key to this process.

The major points that need to be considered and which may be compromised include: plant closing notification; a provision requiring foreign business registration and registration of foreign purchases of real estate; and trade surplus reduction provisions (Gephardt-Riegle Amendments). The President has threatened to veto any trade legislation which contains the Gephardt Amendment, restricts presidential authority in trade negotiations, or includes plant closing notification requirements.

Drug Testing

The Congress has taken no action on separate drug testing legislation, but it has addressed the issue in a definitive way in another bill. The mood of the Congress is strongly in favor of some type of testing for transportation employees.

U.S. Senators John Danforth (R-MO) and Ernest Hollings (D-SC) were successful recently in adding an amendment to the "Airline Consumer Disclosure" bill. The amendment would require the mandatory random, post-accident, pre-employment, reasonable suspicion, and periodic recurring drug testing of transportation employees in the air, rail, motor, and bus industries. This amendment is the basic drug testing proposal that the Senate Commerce Committee had already reported.

Currently, this bill is in conference committee with the corresponding House bill. The U.S. House of Representatives has taken no action whatsoever on drug testing. The options which are available to the conference committee at this point are to drop the Senate proposal, accept the Senate proposal, or adopt a compromise drug testing program acceptable to both the House and the Senate. However, because of the mood of the Congress about drug testing, it cannot be safely predicted what their final action will be.

Truck and Bus Safety

The Senate Commerce and Transportation Committee has reported S. 861, "The Truck and Bus Safety Act of 1987." This bill eliminates the present exemption for motor carriers and drivers who operate wholly within a municipality or a commercial zone of a municipality.

Further, it permits the Secretary of Transportation to exempt drivers from these federal regulations, if the driver has operated a vehicle exclusively within a commercial zone for a period of one year prior to the date of enactment of this bill. The Secretary of Transportation may also waive these regulations for any driver who has not been shown to have operated a motor vehicle unsafely within a commercial zone for as long as the driver continues to operate safely within the zone.

In addition, the bill requires the Secretary of Transportation to initiate rulemaking proceedings to improve compliance of drivers with hours of service regulations. The rulemaking must examine on-board monitoring devices to record speed, driving time, and other information. The Secretary shall also report to Congress no later than September 30, 1988, on methods to improve braking performance standards for trucks and truck trailers, including anti-lock systems. On December 1, 1988, the Secretary shall initiate rulemaking procedures based upon the results of this report.

While the bill requires the initiation of rulemaking regarding on-board computers and anti-lock brakes, it does not require the Secretary to issue rules or to alter present regulations.

In addition to this action by the Senate, the House of Public Works and Transportation Committee has held hearings on motor carrier safety, discussing safety issues such as hours of service, brakes, and commercial zones. However, at this time, no legislation has been introduced.

Employee Polygraph Protection Act

On November 4, 1987, the U.S. House of Representatives decided overwhelmingly by a vote of 254-158 to outlaw the use of lie detectors by private employers.

The ban would apply to all private employers, although there are exemptions. H.R. 1212 allows the use of polygraph testing by all federal, state, and local governments, as well as by private contractors doing intelligence work for the government.

During debate, two amendments were approved. The Roukema amendment permits the use of lie detectors by private security firms, while the Richardson amendment allows lie detector tests in connection with an ongoing criminal investigation by any employer authorized to manufacture, distribute, or dispense a controlled substance.

Senator Edward Kennedy (D-MA) has introduced a different employee polygraph bill in the Senate. The bill, S. 1904, bans the use of pre-employment and random polygraph testing. However, it does preserve the employer's right to use the polygraph to investigate specific losses under limited circumstances and with employee safeguards in place.

For example, an employer could use the polygraph to investigate specific economic losses by testing employees who had access to the property under investigation and who the employer has a reasonable suspicion to believe were involved in the incident. However, the employer is required to file a number of reports to various agencies detailing the basis of his claim for the reasonable suspicion. No employee could be disciplined or dismissed for refusing to take the test or for failing it, unless there was additional supporting evidence.

S. 1904 has been referred to the Senate Committee on Labor and Human Resources. Although civil liberties organizations and a number of labor organizations support the bill, the Administration has vowed to veto any polygraph legislation.

Child Care

Recently Senator Christopher Dodd (D-CT) introduced S. 1885, and Rep. Dale Kildee (D-MI), introduced H.R. 3660, both entitled, "The Act for Better Child Care Services." The bills address three main problems concerning child care in America: The need for federal standards in licensing to ensure that children are provided good, safe care; creating a national consensus, recognizing the merit of child care services; and making child care services affordable to low and middle income groups.

The two bills were introduced with wide bipartisan support. Again, problems will arise with funding as the legislation calls for $2.5 billion per year for the first five years. The major question to be resolved will not be the need for this legislation, but how it will be financed.

Many other important pro-labor legislative proposals are making strong headway on Capitol Hill. A bill to end double-breasting, armored car driver legislation, a compromise bill on family and medical leave, House action on high risk disease notification and prevention, and labor protective provisions in both House and Senate bills concerning airline consumer disclosure, are among the many advances made for organized labor on Capitol Hill.

Additionally, there has been some progress on a bill to require employers to provide a minimum level of health insurance to both full- and part-time employees. Congress' agenda for the upcoming session is packed with legislative proposals important to working people and labor unions.

DRIVE's the Key

Organized labor is picking up steam on Capitol Hill and pro-labor initiatives that once seemed out of reach are now within the grasp of progressive legislators. Putting these measures over the edge to become law requires the determined efforts of Teamsters at all levels of the Union.

Teamster Congressional watchdogs will be in the halls of Congress every day talking to legislators about our positions on these very important matters. But their efforts will be but a hollow echo if they do not have the grassroots support of the membership and a well-funded political action committee.

It is essential that Teamster members get involved in the legislative process and contribute to DRIVE. Contact your Representatives and Senators in Congress. Let them know how you feel about the legislation that is important to you.

Labor/Management Meet In Eastern Trucking Conference

Bud Orange, assistant to TMI President Art Bunte, addressed the conference.

Despite a major East Coast snow storm, the second Joint Conference on Industry Development for the Eastern Conference Area was held in Baltimore, Maryland on January 6–8, 1988. The Conference, sponsored jointly by the Teamsters National Freight Industry Negotiating Committee (TNFINC) and Trucking Management, Inc. (TMI) was attended by 60 participants who were either Teamster local business agents or TMI company terminal managers.

The weather did not appear to dampen anyone's spirits and, as with the four previous area conferences, this one was considered a great success.

The Conference was opened by the Eastern Conference of Teamsters Freight Coordinator Shelton Sadler, who cautioned the participants to "put old agendas aside and forget past differences. . . . Economic prosperity and job security are the joint goals of the program and they can only be achieved by labor and management openly communicating with one another," Sadler advised.

Bud Orange, Assistant to the President of TMI, related statistics for third quarter 1987, operating ratios in the freight industry. The news was not good. But as Orange pointed out, "it is not just management's problem or the union's problem—it is a joint problem and this labor-management program is the kind of tool we need to work together to solve our problems and keep the unionized freight industry solvent."

Following the opening remarks, the participants were shown a 20-minute film, "Labor/Management Job Appreciation Conference," which was produced at the first Joint Conference on Industry Development held for national freight representatives in Washington, D.C., last February. The film gave the Conference attendees a flavor of what they would be doing for the next day and a half, as well as showing the positive reactions of those who had previously attended the program.

More than 60 participants attended the conference.

Freight Coordinator Sheldon Sadler addressed the meeting.

Small Disussion Group Build One-on-One Dialogue

As with the other area conferences, the participants divided into small discussion groups, where the real work of the Conference takes place. At this stage, there were four workshops with two facilitators in each to guide the participants through a series of exercises designed to build a dialogue between labor and management. Each workshop was equally divided between labor business agents and company terminal managers who work together on a routine basis. The groups developed a consensus of the common problems they face and of the common goals they hope to achieve.

The concluding report from each workshop stressed the key areas where change is needed: education, communication, trust and cooperation. Participants felt that this can only be achieved with the involvement of all labor and management "from the front-office to the front-line."

In concluding the Conference, Sadler thanked the attendees for "speaking frankly and listening willingly." He encouraged them to "go back to your locals and companies and share your experiences of the past two days, and, by your example, show that labor and management in the freight industry can be partners rather than adversaries."

This historic program in the unionized freight industry, which was launched a year ago by TNFINC Chairman Jackie Presser and TMI President Art Bunte, is now moving to the next level of labor-management participation—local/terminal seminars.

Seattle, Washington was the site of the first local pilot program which was held in late January. There, Teamster shop stewards from Local 741 and front-line supervisors from ABF, Consolidated Freightways, Roadway Express and Sea Land participated in a program similar to those done in the Area Conferences. Further details of this local-level phase of the program will be provided in the next issue of *International Teamster*. Two of these local pilot programs are planned for each Conference Area.

As Bud Orange said in concluding his remarks at the Baltimore conference, "Both Art and Jackie are serious about this program. It will not end with the conclusion of negotiations, but will remain a top priority on both of their agendas."

Conference participants carefully review materials.

Teamster Housing Efforts Highlighted on Telethon

When it comes to charity involvement, Teamster members and affiliates have historically been both generous and compassionate in supporting the annual telethons. That tradition remains strong.

The 1988 United Cerebral Palsy Associations (UCPA) "Star-athon" was held January 23–24, and Teamsters were on hand to lend their support. In two, 90-second spots—one from Los Angeles and one from New York—the International Brotherhood of Teamsters presented contributions totaling $191,000.

General President Presser and the International Brotherhood of Teamsters were honored in 1987 by the UCPA for outstanding humanitarian service to disabled children and adults. Last November, Jackie was selected as the first recipient of the UCPA's newly-established Humanitarian of the Year award.

The IBT has worked to support the UCP foundations for over 10 years, especially with the help of Teamster locals across the country raising thousands of dollars in order to expand UCPA programs.

General President Presser started a new cooperative venture two years ago that was established between UCPA and the IBT. These two organizations have pledged to work together to develop new, affordable, accessible housing which provides independent living opportunities to disabled individuals and their families.

These joint housing ventures are underway in California, Connecticut, Georgia, Massachusetts, Minnesota, Missouri, New York, Ohio and Tennessee.

Discussing this cooperative effort during the telethon broadcast was International Vice President Jack Cox, appearing live from Los Angeles, who announced a donation of $141,000 from the Teamsters International Union. Also appearing, on the New York spot, was International Representative Vincent Trerotola, who announced an additional $50,000 from the IBT. Both Cox and Trerotola introduced a video detailing the Teamsters joint housing venture with the UCPA.

The United Cerebral Palsy and the IBT's involvement, at both national and local levels, is resulting in a better quality of life for growing numbers of handicapped children and adults across America.

Approximately 190 local voluntary agencies provide service, conduct public and professional education programs, and support research which makes up the UCPA nationwide network.

The UCPA national organization was formed in 1948 to coordinate and assist affiliates. Seven years later the UCPA Research and Educational Foundation was established to stimulate and fund research and training of personnel. Today, there are approximately 1,750,000 volunteers devoted to UCPA, assisting with all the affiliate and national programs.

The UCPA spends, annually, more than $1 million in research and educational activities. Since it was established in 1955, this charity has funded more than $21 million in such efforts.

Three New OSHA Standards

Too Little, and Very Late:

OSHA, the Occupational Safety and Health Administration, has finally issued a safety standard designed to protect workers against explosions and other hazards of work at grain elevators and mills.

The need for this OSHA standard was driven home in 1977 when three grain elevators exploded in a five-day period. In one of those explosions, 24 Teamster members in Louisiana were killed.

It took OSHA 10 years to write this standard—due in large part to meddling and stalling by OMB, the Office of Management and Budget. As long ago as 1983, General President Jackie Presser repeatedly wrote to then-Secretary of Labor Ray Donovan to protest "the unnecessary delay in rulemaking on an effective grain elevator safety standard.

"As OMB continues to stall . . . " Presser wrote, "our concern for the safety of our members employed at over 100 grain elevators deepens."

As the grain elevator explosions show, grain dust is highly explosive—pound for pound, more explosive than TNT. The main way to prevent explosions is to prevent excessive amounts of grain dust from building up on surfaces.

The new OSHA standard does this by limiting the build-up to ⅛ inch—a level the Teamsters had supported years ago. The problem is that OSHA has exempted large parts of grain elevators, and has completely exempted mills, from this requirement.

The new standard also spells out safety procedures when workers are required to enter bins, silos and tanks. This includes testing of the air before anyone enters; using lifelines and safety harnesses; and having an observer stationed outside the bin, silo or tank with rescue equipment. Other important new safety requirements include a hot work permit system to reduce explosion hazards, and locking out equipment before it can be repaired, serviced or adjusted.

Most of this new standard takes effect March 30.

New OSHA Standard Issued on Formaldehyde

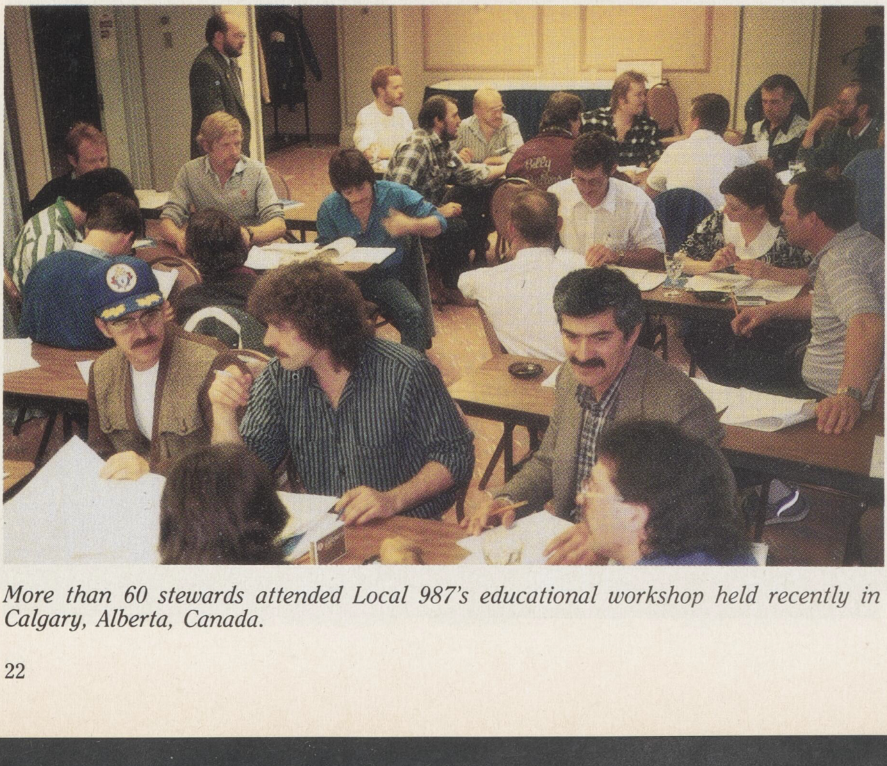
OSHA has finally issued a new standard to protect workers exposed to formaldehyde. OSHA's action comes after years of pressure and urging from the Teamsters and other unions.

The new OSHA standard allows workers to be exposed to an average of one part formaldehyde per million parts of air (1 ppm). While that is better than the old standard of 3 ppm, it is still too high to adequately protect workers from the cancer risk that formaldehyde poses.

As long ago as 1984, IBT Safety and Health Director R.V. Durham told OSHA, "The weight of the evidence clearly demonstrates that formaldehyde is a potential human carcinogen

Alberta Teamsters Attend Workshop

Local 987 in Alberta, Canada, convened a seminar for all of its stewards throughout the Province of Alberta. Held in Calgary, more than 60 stewards attended the workshop that addressed some key issues of shop-level union representation. Jerome Gelsinger, secretary-treasurer of Local 987, opened the program by expressing Local 987's continued interest in education and by thanking the stewards for their participation.



More than 60 stewards attended Local 987's educational workshop held recently in Calgary, Alberta, Canada.

After a discussion on a variety of dispute resolution procedures, the stewards turned their attention to the central portion of the program. The stewards were divided into work teams which assumed opposing roles in a hypothetical grievance dispute. Assigning individual roles and discussing relevant issues and contract language helped the groups develop appropriate plans to settle the dispute.

After lunch, provided by the local, the stewards reconvened in their work teams and began the challenging task of reaching a settlement with their opponents. Most of the groups did reach an equitable compromise. Those that did not, submitted their cases for third-party resolution.

The seminar then concluded after a full day of work. Local 987 again thanked the stewards for their continued interest and participation and expressed their hope to continue these and similar programs in the future.

. . . OSHA must reduce occupational exposure to formaldehyde to the lowest feasible level."

Formaldehyde is irritating to the eyes, nose, throat, lungs, and skin. It causes skin disorders, and allergic skin reactions. It can also cause asthma, or make a person's asthma worse. Scientific studies of both lab animals and humans indicate that formaldehyde can cause cancer—most likely nasal cancer.

In addition to the limit on workers' average formaldehyde exposure, the new OSHA standard includes a 2 ppm short-term limit and requirements for air monitoring, protective clothing and equipment, medical exams, and employee training and information. The training and protective clothing requirements went into effect February 2. Others will be phased-in over the next year, with an August 2 deadline for workplace monitoring and medical exams.

Benzene Exposure Limit Reduced 10-Fold

OSHA has issued a new standard which reduces permissible exposure to benzene from 10 parts-per-million to one part-per-million in workplace air.

Benzene can cause leukemia, aplastic anemia, and other blood diseases.

The new standard also includes requirements dealing with workplace monitoring where workers are exposed to benzene, medical examinations, methods of reducing exposure levels, respirator requirements, worker training, and other matters.

Most of the provisions of the new benzene standard take effect February 10. But the requirement to limit workers' exposure by means of engineering and work practice changes does not take full effect until December, 1989.

Copies of these standards should be available from your nearest OSHA office. Local unions can also get copies from the IBT Safety and Health Department.

More Than 400 Attend Stewards' Training Seminar

More than 400 attended a steward's training seminar sponsored recently by Local 391 and held in Myrtle Beach, South Carolina.

Teamster International Trustee and President of Local 391 in Kernersville, North Carolina, R.V. Durham, recently sponsored a job stewards' training seminar for his local. The program, which hosted 181 stewards, was held in Myrtle Beach, South Carolina. Attendance topped 400 with the addition of stewards' spouses, invited guests and IBT and Local 391 staff.

The program, designed and implemented with the assistance of Art Kane, IBT director of Education, offered skill-sharpening workshops as well as updates on collective bargaining issues, particularly those relating to industries represented by Local 391.

Heading up a list of featured guest speakers was IBT General Secretary-Treasurer Weldon L. Mathis. While striking out against the proposed federal government takeover of the Teamsters Union, Mathis highlighted the continuing growth, as well as strength, of the Union.

The stewards were assigned to one of the following four workshop sessions which were prepared and conducted by IBT Education Department staff: contract administration and enforcement, communication in the workplace—interpersonal skills, differing perceptions in labor relations, and strategies to promote a pro-union climate.

A number of attorneys led a panel session on legal challenges facing local unions, current developments in labor law, employee devices to avoid collective bargaining, and the status of the labor movement.

Representatives of the Central States Southeast and Southwest Areas Health and Welfare and Pension Funds were also on hand to answer questions relating to this area.

The overall attendance at this and past seminars reflects the active steward system of Local 391, under the leadership of Durham and the Local's staff.

Teamster Retirees React Against Rumors of Proposed Takeover

Teamsters General President Jackie Presser, discussing the Teamster Union's strategy to defend itself from the union-busting plans of the U.S. Department of Justice, stated that he expects a ground swell of support from Teamster retirees: "The role that Teamster retirees will play in this most important battle will be a crucial one. We know we can count on their support and on their active involvement in our efforts. They are the backbone of this great international. . . . They're the ones who have made it what it is today. And no one is going to take their union away from them."

The General President's expectations about Teamster retirees' reactions to the takeover plans have proved to be accurate. Retirees from all across the United States have sent messages of support and solidarity. Most have also offered their time and expertise for whatever would best help their Union and their International officers.

Teamster retirees love their union. They have dedicated their lives, their souls, and their hearts to the cause of free trade unionism under the banner of the Teamsters Union. They're willing to put their considerable energies and spirit into the struggle against the Justice Department.

Retirees realize that a trusteeship would spell disaster not just for the active membership, but for retired Teamsters, as well. They know that trustees don't care much about pensions, about Medicare, or about retiree chapters and that they wouldn't care much about democracy either. Teamster retirees realize this, and they're saying "no way."

Many retirees have already taken action. They're in the field getting signatures on petitions to the President of the United States in protest of the Justice Department's intentions. Quite a few retirees have already written their own personal letters to their members of Congress, and these letters have clearly explained the anti-democratic nature of such a government takeover. Retirees have been convening grass-roots meetings to rally free trade unionists to fight the proposed takeover. And they've only just begun.

Teamster retirees feel that their democratic union is being besieged by the government. Many retirees have stated that "a federal takeover of their International Union—or any international union—would be an incredible display of hypocrisy and a base betrayal of American ideals."

The retirees of the International Brotherhood of Teamsters will not stand for it, any sooner than they'd stand for a takeover of their nation by a foreign power.

Teamsters retirees everywhere are in the march—renewing their commitment to the cause and to their solidarity with one another. They will not retreat from their mission to protect the dignity of working people—actively working or retired.

One Teamster retiree from Streamwood, Illinois, has proven that retirees want to help. Brother Joseph F. Orlando and his wife, Mary, recently sent a letter to IBT Retiree Department Director Norm Greene. Brother Orlando wrote, "As a Teamster retiree, I am totally in support of your efforts to stop the U.S. government witch-hunt of our Teamsters Union organization." Orlando also expressed his support of all legal efforts on behalf of the Teamsters Union. He wrote, "I will also write to Senators Dixon and Simon (both democratic U.S. Senators from Illinois), and to Representative Dennis Hastert (Republican, 14th District) voicing our opposition to the government harassment of the Teamsters. I will also work on the petition to President Reagan. . . . I assure you of my complete support, until victory is achieved."

Orlando was a member of Teamsters Local 738 in Chicago from 1948–1981, when he retired. His dedication during those years to the cause of free trade unionism did not cease when he took his withdrawal card. In fact, he has set an example for all trade unionists, retired or active, Teamsters or otherwise, to follow. With retirees such as Joseph Orlando taking action, the federal government will be getting a strong message from organized labor—that people who believe in democracy and free trade unionism do not want government control of free trade unions.

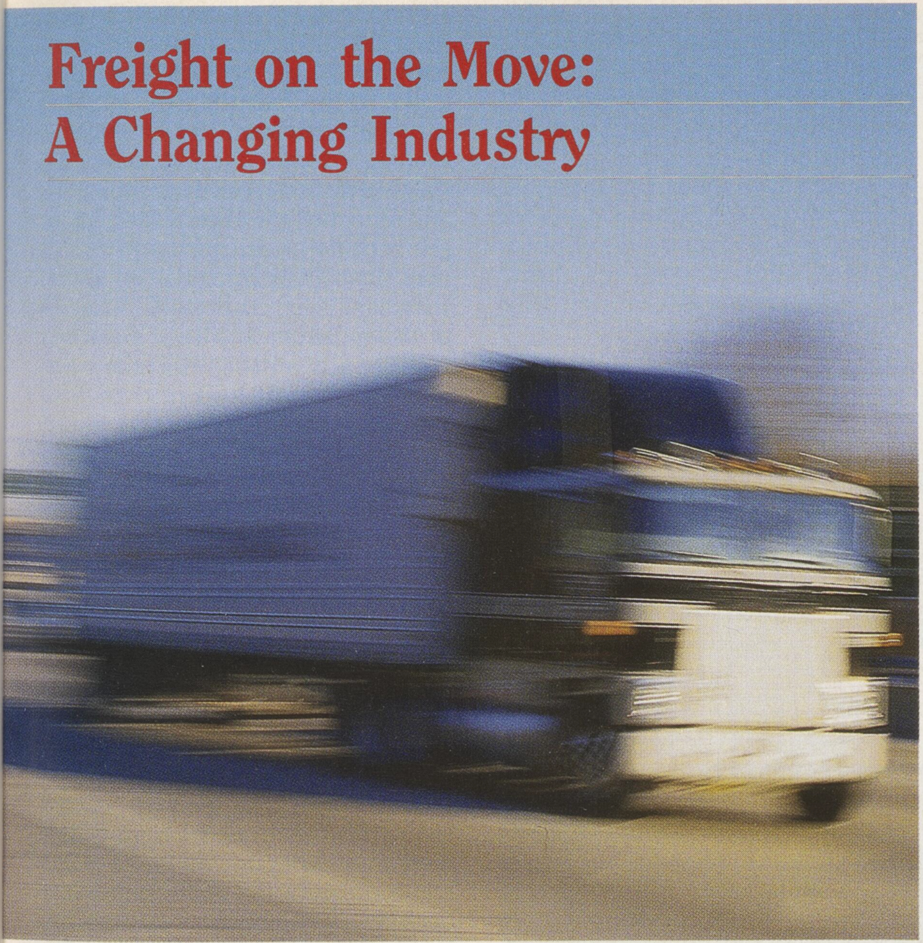
Leadership Academy Sets Schedule for 1988

Teamsters Leadership Academy dates have been scheduled for 1988. TLA is a week-long program designed by the IBT Education Department for Teamster officers and agents, to improve skills and knowledge necessary to be more effective union officials. The dates for TLA in 1988 are:

TLA 16:	March 14–18
TLA 17:	April 18–22
TLA 18:	May 16–20
TLA 19:	June 6–10
TLA 20:	September 19–23
TLA 21:	October 24–28

All interested officers and agents wishing to attend one of the upcoming sessions should contact the International's Education Department at (202) 624-8117.

Freight on the Move: A Changing Industry



Nothing is standing still in the trucking industry today. Strong, unyielding forces are transforming the industry. With change the only constant, trucking industry workers and the Teamsters Union are monitoring developments very closely.

A picture of a very fragile industry emerges with a careful study of motor carriers of general commodities. The industry's economic health continues to deteriorate. A widespread occurrence, this is happening to all sizes of firms. In light of these facts, one conclusion is unmistakable: the seeds of destruction were sown in deregulation.

When Congress passed the Motor Carrier Act of 1980, it forever altered an industry to which hundreds of thousands of Teamster members have devoted their working lives over the years. In the wake of this disastrous transportation policy is spread the skeletons of thousands and thousands of Teamster jobs.

Union freight jobs provide a good standard of living. Teamsters contributed heavily to building the finest freight transportation system in the world. Now, they are suffering for the chaos that reigns over the industry.

This is precisely the reason that Teamster freight industry negotiators are focusing on job security as a major goal in the upcoming round of National Master Freight Agreement talks.

Double Threat

Trucking industry employees faced a deadly double play combination through the 1980's: deregulation and recession. Both have resulted in declining profits, bankruptcies, job insecurity, and reduced standards of living for some workers.

Congress intended to preserve certain important aspects of economic regulation when it passed the 1980 legislation. However, since the courts allow government agencies great discretion in carrying out the laws passed by Congress, the Interstate Commerce Commission (ICC) and the Department of Transportation (DOT) have been able to pursue their own regulatory agenda. As put into effect by the agencies, the law has resulted in almost total deregulation of the industry.

There are two major parts to economic regulation: pricing and entry control. Companies and people wanting to enter the motor carrier industry still have to apply to the ICC for operating and route authority, but the requirements have changed dramatically.

Prior to deregulation, an applicant had to show that a *need* for the proposed service existed and that it had the *ability* (capital, trucks, manpower, etc.) to perform the service.

Through regional rate bureaus, the ICC developed pricing requirements for general freight companies. By restraining entry and directing pricing, the ICC protected the interests of the shipping public by maintaining a healthy level of competition that allowed reasonable profits for efficiently run carriers. Because of the importance of trucking to the nation's economy, industry stability and reliability were two of the ICC's basic goals.

Standards began changing in the 1970's under the Carter Administration. President Carter began staffing the ICC with single-minded people who remain dedicated to weakening the agency's powers through deregulation. Encouraged by the new law, bureaucratic deregulators made entry into the industry so easy that applicants now have to show little more than an ability to fill out a form in order to get an operating certificate.

The ICC approved requests for authority at the rate of 900 per month in 1986. Practically all you need to enter the business today is a $500 down payment on a truck.

Likewise, the ICC has given trucking companies virtual freedom to expand their operating authority regardless of a carrier's ability to perform the service. In fact, the ICC has expanded grants of territorial operating authority beyond the scope of what carriers asked for in their applications. Carriers are getting 48-state authority that don't have 48 trucks.

The number of motor carriers, freight forwarders, and brokers holding ICC operating authority increased from 17,267 in 1979 to 37,368 in 1986. Virtually all of the new entrants are competing in the truckload portion of the industry. With the exception of some "double-breasted" car-

riers, not one new company has entered the less-than-truckload business.

With more and more firms chasing a limited amount of freight, the effect on company profits has become devastating. Pricing is chaotic. On the one hand, large less-than-truckload firms with big bank rolls are expanding their terminal operations throughout the United States and are slashing prices in order to gain new market shares. Generally, they have been successful, but at the price of shrinking profits.

On the other hand, the new, small, poorly-financed firms are doing battle solely in the truckload segment of the business. These companies are often fly-by-night, "ma and pa" operations that haul freight at any price the market will bear. Sometimes these people are forced to haul even when they know it means that their earnings will not cover expenses. They do it because they need the up-front cash to stay in business.

In the face of this intense price competition, established firms were forced to become cutthroat competitors. Many didn't even survive the first wars of deregulation.

A Rough Transition

Congress placed provisions in the Motor Carrier Act of 1980 requiring its transportation subcommittees to hold oversight hearings for five years after enactment of deregulation in order to monitor its impact. These turned out to be largely ceremonial meetings, poorly attended by the members of Congress serving on the subcommittees charged with holding the hearings. Congress showed no serious signs of wanting to change the statute, but each year the subcommittees had to invite labor, industry and government witnesses to offer their respective viewpoints on the new law.

What was truly incredible about the hearings was to listen to ICC and DOT representatives, responsible for policing the Act, congratulate themselves for what a fine job they had done. Blind to the bankruptcies, ignoring the plight of Teamsters throughout the country who had lost their jobs, they patted themselves on the back and rattled off the standard fare about the benefits of deregulation to shippers. In all the deregulators' efforts to explain their "cost/benefit" analyses of deregulation, one very important element was missing from the equation: the human element.

Deregulators predicted a short, smooth transition to open markets where only a few inefficient firms would be forced out of the industry. They were wrong. They failed to anticipate the prolonged duration and the painful intensity of restructuring established markets, and, more importantly, deregulators refused to acknowledge the vulnerability of workers caught in the crossfire of the cutthroat competition that would follow.

As the trucking industry started feeling the first pressure from deregulation in the early 1980's, the worst recession since the depression made economic conditions even bleaker. Deregulators tried to explain away the importance of the new law for industry problems of business failures and unemployment by claiming that the hard times were solely a product of the worsening economy.

Of course, the recession did hurt trucking. The industry is very sensitive to fluctuations in the economy, but to discount totally the pressures on earnings caused by the open entry and pricing policies of deregulation was irresponsible. Serious students of trucking know that deregulation has hurt company profits and put workers on unemployment lines.

If freight carriers were as sensitive to swings in the economy as the deregulators wanted us to believe, then the industry should have rebounded remarkably during the current, sustained economic recovery. For a short while the industry did improve. However, rate wars again got in the way. Rate cutting is more wide spread now than ever before.

Maintaining Standards

The companies alone have to make their own decisions on what prices to charge for hauling freight. The only competition that the Union is opposed to is that which is based on wage rates. Some companies are targeting wages as the basis for competition and are stealing freight from Teamster drivers by slashing their own wage rates. The Teamsters Union, to the extent allowed by law, is going to fight to maintain union standards and wages, wherever they exist.

Pricing practices are a product of the competitive pressures and overcapacity begun by deregulatory policies of open entry and pricing. Many employees who offered concessions to keep carriers afloat feel that their efforts were wasted when their employers got involved in the rate cutting.

The rate cutting disease is contagious, however, and has consumed every general freight company. This is true because there is really no such thing as shipper loyalty in the trucking business. If a carrier's competitor offers a lower rate, the shipper will usually grab it, often disregarding histories of excellent service.

Deregulation and recession have knocked 78 class I and II, ICC regulated motor carriers (those earning annual revenues above $5 million and $1 million respectively) out of the business. The deceased carriers were in operation and under contract with the IBT on July 1, 1980, but have since terminated general freight operations.

In total, the 78 carriers employed 113,600 persons in 1979, of whom about 85,000 were represented by the Teamsters Union. They also accounted for $5.2 billion in operating revenues in 1979, roughly one-third of total operating revenues for all class I and II carriers. By the same token, they employed roughly one-third of all persons employed by carriers of this size.

Included in the 78 defunct firms are three more union carriers, employing more than 2,300 persons, who recently went bankrupt: Milne Truck Lines, Advance-United Expressways and Wenham Transportation. When Milne permanently closed its doors in September of last year after 71 years of operation, 1,200 union members were put out of work in California and 10 other western states. Milne had registered $5 million in losses during the first half of 1987.

The ICC recently released preliminary data on trucking company performance for the first nine months of 1987. Information was made available for 26 large, class I carriers. Of the 26, 14 had lost money during the first three-quarters of the year. Eleven of the 26 carriers had operating ratios of 100.0 or higher (the cost of hauling freight was more than the revenues received from shippers).

Taxes put the other three carriers in the red. The average operating ratio for those 26 trucking firms grew from 94.5 in the first nine months of 1986 to 98.7 during that same period in 1987. The higher the operating ratio, the worse the financial condition.

Many industry observers have speculated on the extent to which industry safety problems are attributable to declining profits. Few analysts think that a financially unhealthy freight industry can be safe.

Management has a natural tendency to reduce costs by cutting back on maintenance and delaying spending for replacement parts. Vehicles idled during safety inspections and maintenance are not making money; therefore, some managers are keeping borderline and unsafe equipment on the road, especially the small and nonunion carriers. Unfortunately, highway safety and lives are held in the balance of their economic decisions.

A Time for Change

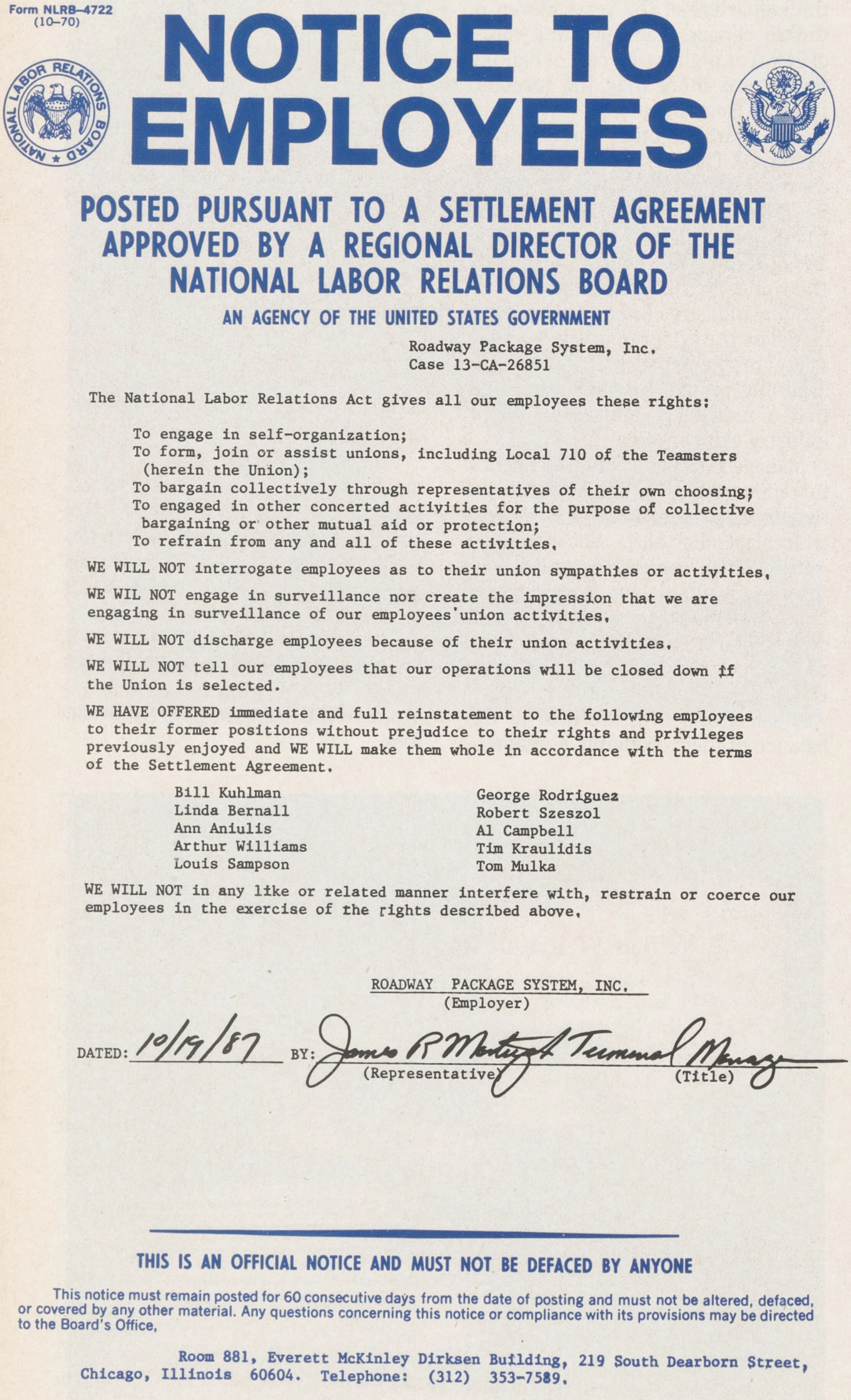
The basic goal of our nation's freight transportations system should be to provide the services required by our economy in a timely, efficient, reliable manner. The best way to achieve this goal is through reasonable and fair economic regulation. Federal and state government agencies have the ability to end the economic dislocations that are plaguing the industry and its workers, but the ICC and DOT have failed to hold up their responsibilities in carrying out the Motor Carrier Act of 1980. The agencies continue to proceed in a manner that is contradictory to congressional intent as it is articulated in the law.

It is time to be pragmatic, not ideological, when worker's livelihoods and safety are at stake. Deregulatory excesses should be subject to reregulation.

Changes are occurring at a very rapid pace in the general freight hauling industry. Both the Teamsters Union and its members have been forced to adapt to these changes. Often it has been unpleasant, including declining membership and unemployment.

The Teamsters National Freight Industry Negotiating Committee is dedicated to improving conditions for Teamster members and protecting their jobs.

RPS Settles Unfair Labor Practice Complaint



Form NLRB-4722
(10-70)

NOTICE TO EMPLOYEES

POSTED PURSUANT TO A SETTLEMENT AGREEMENT APPROVED BY A REGIONAL DIRECTOR OF THE NATIONAL LABOR RELATIONS BOARD

AN AGENCY OF THE UNITED STATES GOVERNMENT

Roadway Package System, Inc.
Case 13-CA-26851

The National Labor Relations Act gives all our employees these rights:

To engage in self-organization;
To form, join or assist unions, including Local 710 of the Teamsters (herein the Union);
To bargain collectively through representatives of their own choosing;
To engaged in other concerted activities for the purpose of collective bargaining or other mutual aid or protection;
To refrain from any and all of these activities.

WE WILL NOT interrogate employees as to their union sympathies or activities.

WE WIL NOT engage in surveillance nor create the impression that we are engaging in surveillance of our employees'union activities.

WE WILL NOT discharge employees because of their union activities.

WE WILL NOT tell our employees that our operations will be closed down if the Union is selected.

WE HAVE OFFERED immediate and full reinstatement to the following employees to their former positions without prejudice to their rights and privileges previously enjoyed and WE WILL make them whole in accordance with the terms of the Settlement Agreement.

Bill Kuhlman
Linda Bernall
Ann Aniulis
Arthur Williams
Louis Sampson
George Rodriguez
Robert Szeszol
Al Campbell
Tim Kraulidis
Tom Mulka

WE WILL NOT in any like or related manner interfere with, restrain or coerce our employees in the exercise of the rights described above.

ROADWAY PACKAGE SYSTEM, INC.
(Employer)

DATED: 10/19/87 BY: James R [illegible] (Representative) Terminal Manager (Title)

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced, or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the Board's Office,

Room 881, Everett McKinley Dirksen Building, 219 South Dearborn Street,
Chicago, Illinois 60604. Telephone: (312) 353-7589.

Earlier this year, in response to requests from Roadway Package System (RPS) employees, Local 710 began an organizing campaign in Chicago, Illinois. As the campaign began to gain momentum, RPS suddenly fired 10 union supporters.

Local 710 immediately responded by filing an unfair labor practice charge alleging that RPS had violated the law by discharging 10 employees for their union activities, by interrogating employees, by placing employees under surveillance, and by threatening to close down the operation. After a preliminary investigation, the National Labor Relations Board issued a complaint against RPS.

RPS agreed to settle the complaint by reinstating all 10 discharged employees with back pay totaling $9,718.00, and by posting the notice (reprinted here) for 60 days. During this period, they have pledged not to interfere with their employees' rights to organize.

Local 710 Secretary-Treasurer Bill Joyce was pleased with the settlement and pledged to continue to assist RPS employees in their efforts to obtain Teamster representation. IBT's Organizing Director Vicki Saporta reports that local unions are still continuing to actively organize RPS employees at locations throughout the country.

Pictured are several RPS employees who received their back pay settlement. The settlement totaled $9,718.00. From left to right are: Gene Wade, organizer, Local 710, Chicago, Illinois; reinstated RPS employees Tim Kraulidis, Louis Sampson and Bob Szeszol; and William D. Joyce, secretary-treasurer, Local 710.

BITLC Executive Committee Meets To Discuss Baking Industry Concerns

The BITLC Executive Committee met recently in Washington, D.C.

The Baking Industry and Teamster Labor Conference (BITLC) Executive Committee met January 11th in Washington, D.C., to discuss key issues of concern to Teamster members. Among the topics examined were: a substance abuse policy document, the Driver Training Task Force, and medical cost management.

The substance abuse policy document is the result of the work of the Task Force, chaired by Robert Marciel, secretary-treasurer of Local 63 in Los Angeles, California, which was established by the Executive Committee meeting held May 13th.

For the past several months Marciel has guided the Task Force through numerous and difficult issues. This document reflected the Task Force's considerable time, thought and commitment to the resolution.

The substance abuse policy document states that the employer and the Teamsters Union acknowledge that substance abuse is not only serious and complex, but is also a treatable condition/disease. Substance abuse can negatively affect the job performance and family lives of employees, as well as the stability of companies.

The employer and the Teamsters Union are committed to addressing the problems of substance abuse in order to ensure the safety of the working environment, employees and the public; and to providing the employees with access to effective treatment and rehabilitaiton assistance.

The employer and the Teamsters Union have defined a program of employee assistance, and have provided coverage to assure that employees requiring treatment and rehabilitation resulting from their substance abuse can receive such services without undue financial hardship.

Lou Pasquesi, Jr. (left) of Gonnella Baking Co., and Bob Trachsel (right), business agent, Local 344, Milwaukee, Wisconsin, listen as Bob Roy of the Continental Baking Co. makes his point.

Driver Training Video

The driver training task force has been working on a videotape for distribution in April to the bakery drivers. This audio-visual production will display for the driver route salesperson proper handling of the bakery trucks and the various functions these drivers perform.

The video will contain numerous shots of the different stores and assorted baked goods that these bakery sales drivers deal with on a day-to-day basis. It will also show, through the use of graphs, the relationship between drivers and the rest of the system.

Many people are unaware of the number of hours these dedicated driver/salesmen are on the road. Often they are fighting some of the most difficult driving conditions whether it be day or night or hazardous road conditions.

The baking industry is committed to the safety and health of all its employees. Without question, safety comes first in every baking operation, and the slogan for the industry reflects this priority—"No job is done the right way or the most efficient way unless it's done safely."

This video will be a great working and organizing tool for all involved in the baking industry.

The final issue of concern to the BITLC Executive Committee is Medical Cost Management. BITLC is now providing the necessary assistance in order to achieve an operational consensus on medical cost management. This will involve reviewing and selecting cost management options, communicating with members, and implementing medical cost management provisions.

Pictured left to right are: Bob Flynn, IBT assistant to the General President; Tony Presutto, Entenmann's Inc.; and Bob Meidel, director, Teamsters National Bakery Conference of the USA and Canada.

Teamster Members Reach Out To the Homeless and the Hungry

The Teamster motto of "People Helping People" is more than words . . . it's a call to action.

Responding to that call this past holiday season were members of Local 748, Modesto, California. In the true spirit of brotherhood, the Local opened its Union Hall to host a Christmas Day dinner for people in the area who were homeless, hungry, or alone.

The meal was sponsored by the Local's staff, with food and funds for the event donated by local businesses and private citizens. Striking workers from Modesto's United Foods plant volunteered to serve the dinner to the more than 300 men, women, and children who came to the Union hall.

Ron Ashlock, Local 748 secretary-treasurer, explained: "We wanted to do something to help the community this year. We want people to understand that unions are a powerful force for the good of people—all people. The United Food strikers and the staff of Local 748 gave something special to the homeless. They gave of themselves".

The United Foods employees have been on strike since June of 1987, after enduring for over a year the implementation of a substandard contract which took away $2.01 per hour in wages, 65% of medical coverage, their pension plan, and job security.

United Foods, with its home office in Tennessee, insists on an open shop clause. "While this may be acceptable in a right-to-work state like Tennessee," says International Representative John Blake of the Western Conference of Teamsters, "it's not acceptable in California."

Blake and J.C. Lendvai, also an international representative, have been assigned by the Western Conference to assist the strikers.

Those Less Fortunate . . .

Despite the hardships and difficulties striking workers have faced over the past months, they nontheless felt it was important to help those less fortunate.

"It's going to be tough after the first of the year, when my unemployment benefits run out," said Caroline Lips, one of the striking workers. "But there are people who are much more in need than us."

Charles Kelsay, also a volunteer, agreed: "There's less fortunate people than me. In my trips around town I see them—they're in need of a place to get help, especially on the holidays."

"The strikers and the staff of Local 748 really believe that it's more satisfying to give than to receive," Blake emphasized. The hungry and homeless guests who joined them Christmas Day would heartily testify to the caring concern of these generous Teamsters.

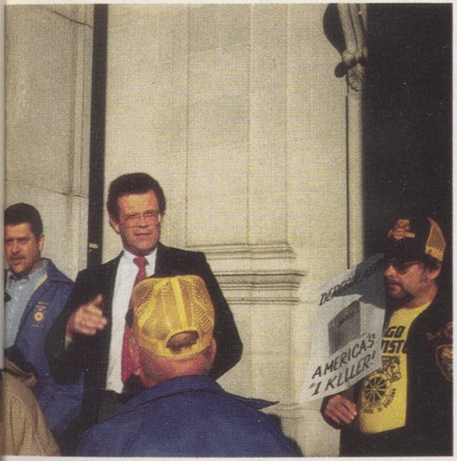
Ron Ashlock (standing), secretary-treasurer, Local 743, Chicago, Illinois, presents a gift to one of the children attending the dinner.

LOCAL 748
TEAMSTERS
UNITED FOODS INC. WORKERS
12 25 87

Local 748, Modesto, California, Teamsters, hosted a holiday dinner that served over 300 homeless and hungry people.

Pictured left to right are: United Foods Strikers Jo Austin and Barbara Hale, and Dora Lee Rainey and Kathy Garcia, employees of Local 748 in Modesto, California.

California Teamsters Lead the Fight Against State Trucking Deregulation Bill


AMERICA'S "1 KILLER!"

Prior to giving his testimony before the California State Senate Committee on Energy and Public Utilities on November 23, Joint Council 7 President Chuck Mack (center), addressed the rank-and-file members in attendance at the hearing. Mack testified against the proposed SB-727 bill which would deregulate a large segment of California trucking. Pictured with him is Ron Rocha (left), vice-president, Local 70 in Oakland, California, and Joe Montano, a Local 70 member.

Teamsters from throughout California recently attended a special interim hearing of the California State Senate Energy and Public Utilities Committee in San Francisco to express their opposition to SB-727 which would deregulate a large segment of California intrastate trucking. More than 500 Teamsters, including retirees, wearing blue and gold caps which were provided by the International, turned out to fight the legislation which was sponsored by the California Coalition for Trucking Deregulation.

Acting as spokesperson for the California Teamsters was Joint Council 7 President Chuck Mack. Joining Mack were Gerald O'Hara and Barry Broad of the California Teamsters Public Affairs Council and IBT Chief Economist Norman Weintraub.

Other California labor leaders attended and expressed their organizations' opposition to further trucking deregulation: they included Jack Henning of the California Labor Federation, who spoke on behalf of AFL-CIO locals in California; and James Quillin of the California Conference of Machinists.

> *"Recent figures show that truck bankruptcy has increased almost 500 percent since deregulation. To describe what is taking place as a 'shake-out' is euphemistic. It's more like a plague and reflects an industry in chaos."*
>
> **—from the testimony of Chuck Mack before the California State Senate Committee on Energy and Public Utilities**

The united labor opposition and the presence of so many Teamster members had a dramatic impact on the committee members. As one legislator remarked, the demonstration was extremely effective in getting across the message that any attempts to further deregulate the trucking industry in California would be met with strong opposition.

TEAMSTERS
70
LOCAL

Among the demonstrators attending the hearing were (left to right) Ray Ramirez, Joe Villareal, and Ronnie Ramirez, Ray's son, all of Local 70.

DEREGULATION KILLS
TEAMSTERS
70
LOCAL

Officers, retirees and members of Teamster locals throughout California gathered in San Francisco to express their opposition to new legislation which would, if passed, further deregulate the trucking industry in California.

Teamsters to Hold Third Annual "Teaching Labor Studies" Seminar

Educators attending the IBT's second "Labor Studies" seminar held last summer at the University of Wisconsin were pleased to meet and talk with General President Jackie Presser, who traveled to Madison to personally speak to the teachers about the Teamsters Union.

The International Brotherhood of Teamsters is pleased to announce the third annual Teamster scholarship program, "Teaching Labor Studies in the Schools." Under the direction of the Department of Human Services, the program will bring more than 100 teachers from the United States and Canada to a two-week graduate level symposium at the University of California at Berkeley from July 3–15, 1988.

> *"The feedback . . . has been heartening and enlightening."*
>
> *—Jackie Presser*

The goals of the Teamster program are to familiarize teachers with the history of organized labor and the current status of industrial relations, to inform them about the Teamsters Union and its contributions to the working women and men of America, and to develop curriculum concepts for infusing labor studies into classroom teaching.

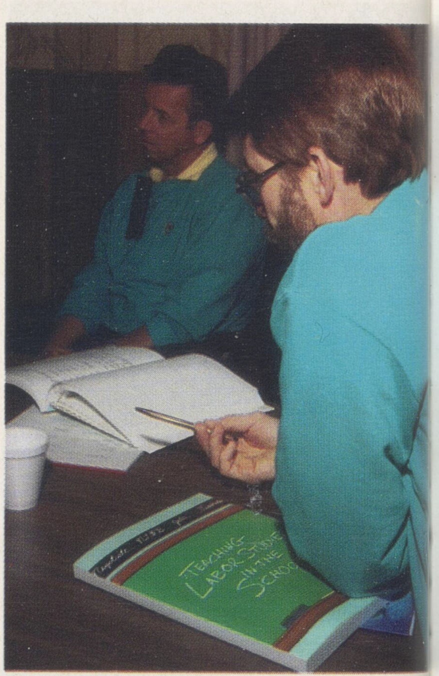
Last year's program, held at the University of Wisconsin at Madison, featured an exchange between teachers, faculty, and IBT guest lecturers on such issues as labor law, collective bargaining, and the future of unionism. Participants had the opportunity to engage in discussion a number of Teamster officials, including General President Jackie Presser.

Labor History and Industrial Relations Featured

The UC Berkeley program will emphasize labor history and industrial relations as they relate to specific topics such as labor and politics, women and minorities in the labor movement, and other related subjects.

Once again, participants will be encouraged to develop and share with their professional colleagues innovative ideas for labor studies programs in the schools. In all, those teachers invited to participate in the three-credit graduate course will spend two intensive weeks learning about labor in a stimulating and thought-provoking environment.

"We are pleased to be able to offer this program for the third consecutive year," Jackie said. "There is no question that we view the seminars as a great and continuing success. The feedback we have had from the educators who have attended the course has been heartening and enlightening.


TEACHING LABOR STUDIES IN THE SCHOOLS

The summer seminar offers the opportunity for small group discussions and detailed curriculum development.

"I am pleased," he added, "that we are getting out the true picture of the Teamsters Union and its contributions to the labor movement to this uniquely motivated audience."

DECENTRALIZE
Strong SHO
JOB CONTROL
LEVEL representation
GRIEVANCE PR
HIGH levels of
conflict resoluti

Professor Kenneth Mericle addressed the participants of last year's program at the University of Wisconsin-Madison on current trends in collective bargaining and the future of unionism.

Attention Teachers

Join us in Berkeley for the third annual Teamster scholarship program, "Teaching Labor Studies in the Schools."

Scholarships will include travel, board, room, tuition, fees and books, sponsored by the International Brotherhood of Teamsters.

Send requests for applications to Dr. David A. Boileau, director, IBT Department of Human Services, 25 Louisiana Avenue, N.W., Washington, D.C., 20001.

APPLICATIONS MUST BE RECEIVED NO LATER THAN APRIL 15, 1988.

Scholarship recipients will be notified no later than May 15, 1988.

If you have any questions or comments please contact the Department of Human Services at (202) 624-8773.

Mail in the form below for your application now!

YES, I would like to receive an application for the Teamster scholarship program, "Teaching Labor Studies in the Schools" to be held July 3-15, 1988, at the University of California at Berkeley. I understand my application must be received no later than April 15, 1988.

NAME: ____________________

ADDRESS: ____________________

CITY: ____________ STATE: _____ ZIP: _______

25 Louisiana Avenue, N.W., Washington, D.C. 20001

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NOW MORE THAN EVER—SUPPORT THE TEAMSTERS POLITICAL ACTION AR

DRIVE

Now is the time to support the friends of labor who speak out for working men and women everywhere. Show your support by increasing your contributions to the Teamsters' DRIVE (Democrat, Republican, Independent Voter Education).

Through your contributions, the Teamsters can continue to have that much needed voice on Capitol Hill.

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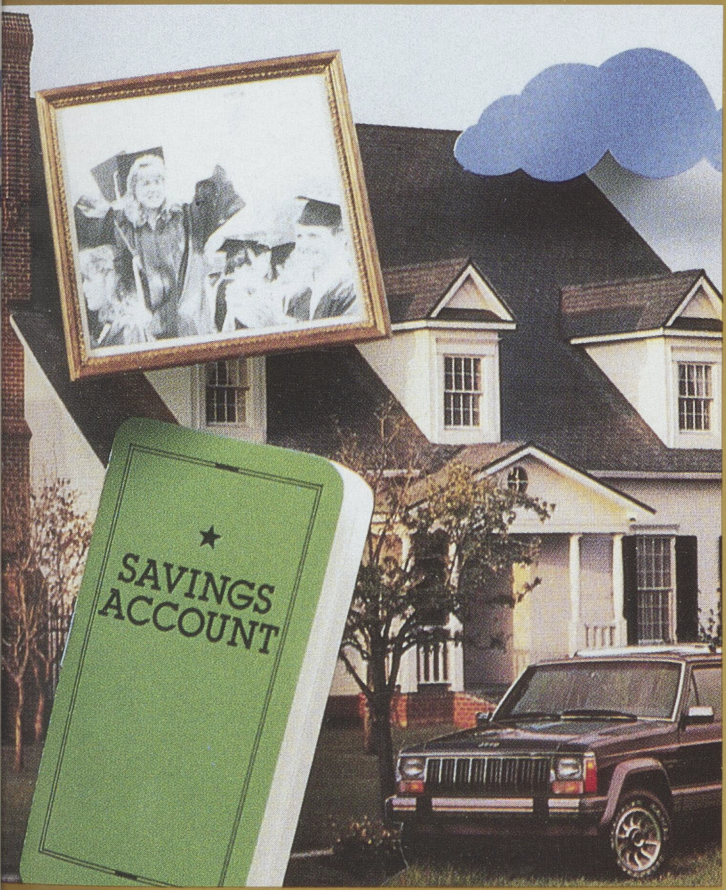
THE INTERNATIONAL TEAMSTER

MARCH 1988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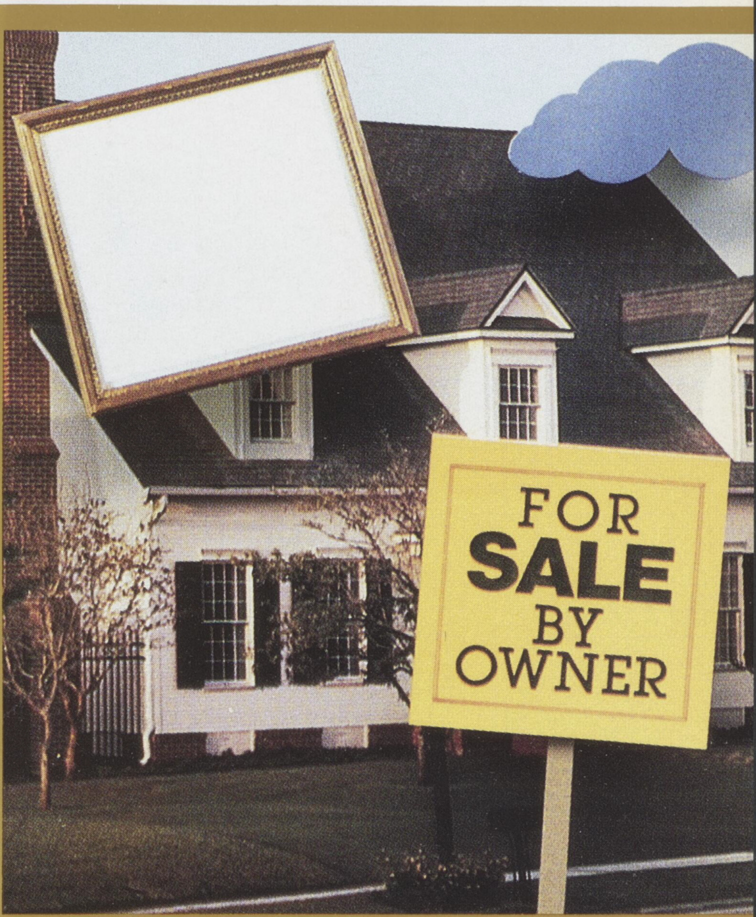
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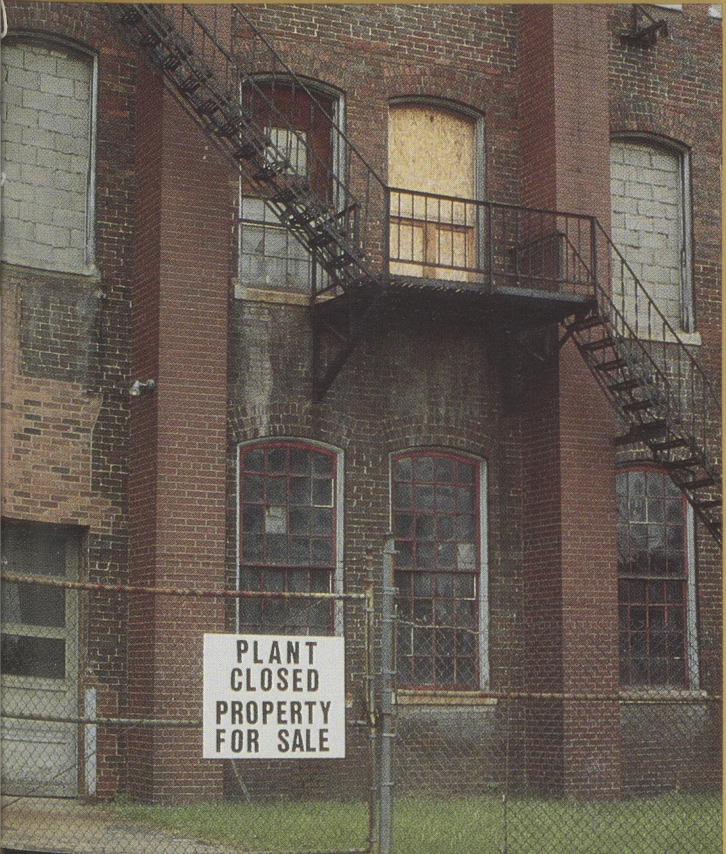
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The Vanishing American Dream

THE PRESIDENT'S MESSAGE

This month's cover story highlights the unpleasant reality of America today—a stagnant standard of living in a country that not so long ago was the shining economic star of the world. As the article points out, fewer of today's wage earners believe that their children will be better off in the future than their parents.

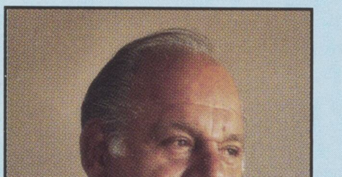
We've woken up from the American dream where greater and greater national prosperity would reach larger and larger numbers of our citizens. It can be argued that the middle class is no longer expanding but contracting. For every American who rises up today to become a millionaire, many many more are dropping below the middle class standard of living.

There are other profound changes taking place in America today. The generations of working men and women who built their financial security on jobs in manufacturing and industry are now facing the transition to a service economy. It is this workforce in transition that holds the key responsibility of preparing the next generation for the future.

At the same time, we are witnessing the phenomenon of an "aging" America. By the year 2000, the median age of people in the labor force will rise to 39 years, the oldest in our history. Already the impact of a growing number of older workers is being felt in some basic industries. The average age of workers in the iron and steel industry is 43. Mining employs workers with an average age of 40, and that average is increasing by one year every year.

Obviously, this older workforce has profound consequences for our national effort to improve industrial competitiveness. Higher medical expenses are incurred for these workers. In addition, they are far more likely to have dependents who qualify for company plan benefits. The result is that benefit and pension plans must now handle up to four times what was anticipated when the plans were initiated. Training costs are also rising since our older workers with seniority may also have outdated skills in relation to new technologies.

Still another drag on the economic competitiveness and strength of America is the weakness of our educational system. It's no secret that the vast bulk of the new jobs created in this country between now and the year 2000 will be service producing, with an emphasis on high-tech information and communications industry jobs. These new jobs will require a higher degree of education among the workforce if we are to fill them adequately.



Jackie Presser

And yet even as the need for higher education grows each year, the costs of such education are rising so rapidly that both private and public universities are becoming less and less available to more and more working class families.

Though the phrase is much overused, there's no denying that America today is at a crossroads in its history. The question is . . . can the three major institutions—labor, management and government—keep pace with these changes in order to improve employment opportunities for the people of this nation? We don't have much of a choice in the matter, because if we don't, America won't have much of a future. We will have squandered the glorious inheritance our forefathers bequeathed to us.

The solution is not just avoiding recessions. It is not just extending unemployment benefits. And it is not just enacting protectionist legislation.

We need an employment policy that emphasizes prevention of unemployment rather than one designed merely to soften its impact. We need a plan that not only offers remedies for today, but hope for tomorrow. We need a program that anticipates displacement, not one that only reacts to it. And we need to put job security on the same level of priority as national security.

Unless we develop a mechanism that allows us to adapt to the circumstances facing us and develop a vehicle for adjusting these concerns in a fair, equitable and satisfactory manner, we will be condemning ourselves and our children to life in a second-rate nation.

I have no doubt that carrying out a comprehensive attack on the employment crisis will be very difficult. But so were winning the right to collective bargaining in the 30's and securing the civil rights of all in the 60's.

Today, we're talking about a battle for economic rights for our children to grow up in a nation with opportunity and potential for growth.

Fraternally,

Jackie Presser

THE INTERNATIONAL
TEAMSTER
DEDICATED TO SERVICE

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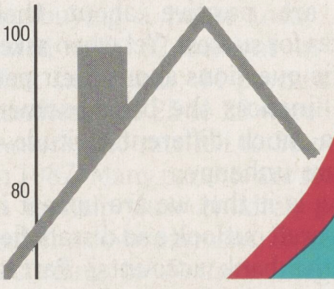

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

Editorial material should be addressed to: Teamsters Union, Communications Department, 25 Louisiana Ave., N.W., Washington, D.C. 20001

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The American Dream On Hold

Is the American dream being fulfilled? Are we better off than our parents? Will our children be better off than we are?

Most people think so, including the 76 million Americans who are part of the "baby boom" generation, born between 1946 and 1964. They are positive about their chances for success. Yet when asked specific questions about their personal finances the baby boomers have a much different attitude—they are unhappy.

How is it that we are upbeat in our overall outlook and dissatisfied with the bank accounts? Part of the reason is that we have been taught from our earliest years that America is a land of unlimited opportunity. As Americans, we feel that a rising standard of living is our birthright, and we work to make sure the same holds true for our children. We may not have enough money to make the dream come true now, but we believe, as an article of faith, that we will succeed someday.

Even though there are over 230 million versions of the American dream, one for every man, woman and child in the country, our hopes usually boil down to what we can do for ourselves, our family and our loved ones. What are we looking for? Financial security is important, extraordinary wealth typically is not. A house, a car, a quality education, a vacation every now and then, good health if we are lucky—these are the basic items that have embodied the American dream over the years.

In many ways, our feeling that the American economy can fulfill the basic hopes of every worker is justified. Nowhere in the world does the same opportunity exist for a man or a woman to advance and enjoy life. Nonetheless, every generation must assess economic justice on its own terms. Since we can only be a healthy society if we are fulfilling the promise of a better future, it is time to take a close look at what is happening to the American dream today. The answers have important implications for Teamster members and all working Americans.

Running on a Treadmill

Following World War II, the United States was the economic giant of the world. Americans enjoyed a prolonged period of steady economic growth through the 1950's and 1960's. With our domestic economy expanding and our goods unchallenged by imports, American businesses built new plants and hired more workers to meet growing demand. Workers prospered by landing a job, climbing aboard the rising economic escalator and riding it to a better standard of living.

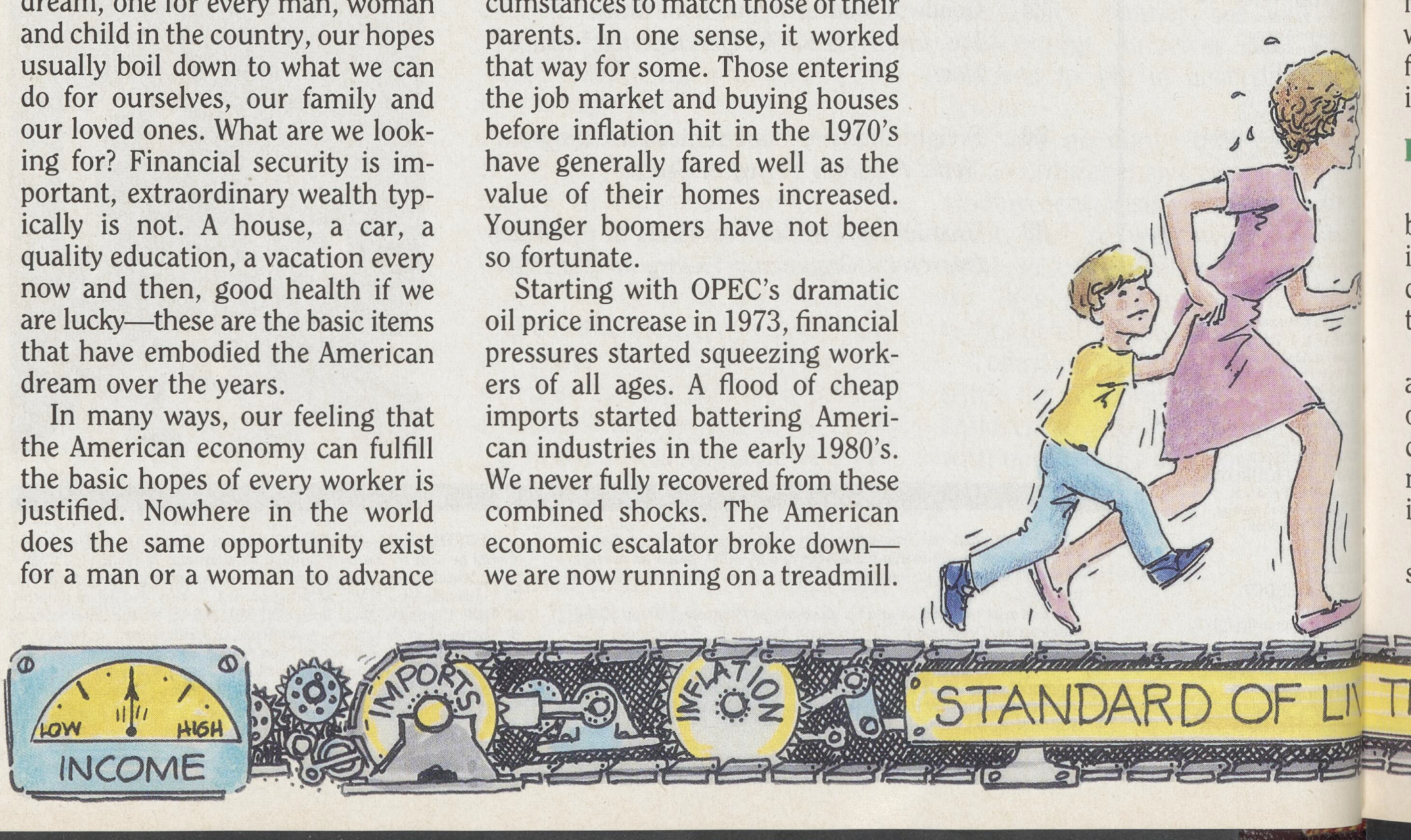
Growing up through this period, baby boomers came to expect circumstances to match those of their parents. In one sense, it worked that way for some. Those entering the job market and buying houses before inflation hit in the 1970's have generally fared well as the value of their homes increased. Younger boomers have not been so fortunate.

Starting with OPEC's dramatic oil price increase in 1973, financial pressures started squeezing workers of all ages. A flood of cheap imports started battering American industries in the early 1980's. We never fully recovered from these combined shocks. The American economic escalator broke down—we are now running on a treadmill.

America's economy has grown, but unevenly. Company profits have been up during the recent economic expansion, and executives, administrators and managers reaped some big rewards. However, entire regions, industries and large segments of the work force have been left behind during this, the longest post-war period of economic growth. On the whole, workers and their families have not benefitted from the momentum of a strong, balanced economy in recent years. Industries such as primary metals, autos, rubber, consumer electronics, apparel and textiles, which traditionally employ large numbers of women and minorities, have seriously contracted.

Middle Class Hardest Hit

For many, it is hard to believe, in this age of personal computers, VCR's, compact disc stereos and microwave ovens, that our stand-



ard of living is in a rut. Technological advances have made some goods (such as washers, dryers and color televisions) that were once considered luxury items into common fixtures. Review the economic starts and stops of the past 15 years, though, and signs of structural weakness emerge. Since 1973, three severe recessions have left more people unemployed after each one; consumers have been saddled with double-digit interest rates; and extended bouts of inflation have pushed up the cost of basic items, such as medical care, food, housing and transportation.

Consequently, problems have hit hardest at families in America's middle and lower economic classes. This is true for all types of working-class families—white and minority, married-couple and single-parent. Yet economic circumstances have been harder on some groups. It's not merely nostalgia to look back at recent years and conclude that economic circumstances might have been easier for many American families in the past. Certain measures of economic well-being are revealing. For instance, purchasing power has declined in recent years. Adjusted for inflation, family wages have been stagnant: while the median annual income for families in 1986 was $29,458, in 1973 it was $29,734.

Fulfilling the Dream

Owning a home is the key symbol of the American dream. Achieving this goal has become extremely difficult, as purchase prices have tripled since 1973.

How much does it cost to buy a house today? The median price of a new home increased 14 percent last year to $105,000. The median price of an existing home is more than $85,000.

On average, home prices are steepest in major cities: $191,000 in New York; $184,000 in Boston: $179,000 in San Francisco; $172,000 in Los Angeles; and $166,000 in Washington, D.C. But, huge price increases hit some smaller cities last year. Average sales prices increased by 22 percent in Louisville; 19 percent in Greensboro; 17 percent in Atlanta; 15 percent in Honolulu; and 14 percent in Tampa.

The Home-Buying Crunch

Since most new homes are bought by people who already own a home and are trading up, let's consider the cost for a first-time buyer purchasing an existing home at the "median" $85,000 price. First, the typical buyer would have to come up with ten percent of the purchase price ($8,500) to cover the down payment and fees. The mortgage payment on a $76,500, 30–year loan with a fixed interest rate of 11 percent would be $729 per month. Taxes and insurance will cost another $125, for a total monthly bill of $854. According to the National Association of Home Builders, a family would need an annual income of $36,586 to qualify for the loan, yet only about one in four American families makes that much money.

Rates of home ownership have turned downward for the first time since the 1930's. The crunch has become particularly severe for young families. Fifty-five percent of couples aged 30 to 34 own or are buying a home today, compared with 62 percent in 1979. That same year, 44 percent of all families aged 25 to 29 were homeowners; the rate fell to 36 percent in 1987. Many parents are stepping in to help their children put together a down payment. Since 1980, according to *Fortune* magazine, one of three first-time buyers has received help from his or her parents. The ratio was one in ten during the 1970's.

Part of the reason that families are having so much difficulty saving for a down payment is that the cost of renting a home has outpaced wage gains in recent years. The median asking price for a two-bedroom rental unit is $469, up from $274 per month in 1978. Rental prices are much higher in most cities.

The cost of other necessities has also risen sharply. The *Wall Street Journal* reports that the average price of a new car was about $13,000 last year, triple what it was in 1973. Today's car payments are often higher than yesterday's mortgage payments. The cost of a college education climbed far more quickly than inflation and has left many graduates burdened with loan payments today, some even before they can find jobs. Medical insurance has become so expensive that 37 million Americans have no coverage at all. Of the uninsured, 70 percent are workers and their dependents.

Taxes are also taking a bigger

TREADMILL
UNEMPLOYMENT
TAXES
RECESSION
LOW
HIGH
COST OF LIVING

bite out of families' paychecks. Federal income and Social Security taxes have grown roughly twice as fast as wages over the last couple of decades. Recent federal tax cuts haven't helped much—middle-class taxpayers will bring home only $5 or $10 more per week, according to *U.S. News & World Report*. If you accept that payroll taxes are borne exclusively by workers, as most economists do, the Social Security system costs younger workers more than $1 out of every $7 they earn.

Working Hard, Playing by the Rules

We play by the rules, we work hard, we produce more, but many Americans are finding that they just don't have enough money to get ahead—their version of the American dream has been put on hold. Interestingly, though, in spite of the economic hardships facing families today, most are living at about the same material standards as they did in the 1970's. How are we doing it? As a society, we responded to the challenges by making some very hard decisions. These choices have affected not only our lifestyles and our work habits, but also our family relationships.

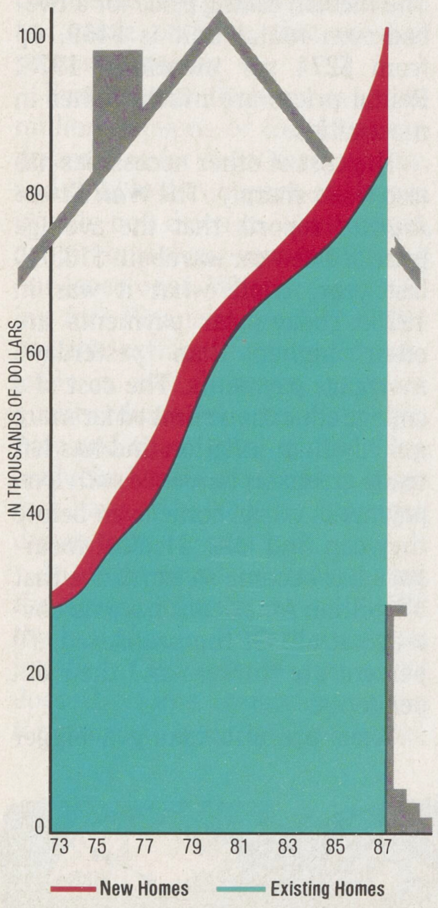
One important decison that married-couple families have made is to work more hours. Most significantly, more wives and mothers are going to work. Although this trend has been under way for decades, it has accelerated dramatically since 1970. As a result, traditional family roles are being redefined. Families were typically supported by one earner in the past, it takes two to keep up today. Many observers believe that the increasing likelihood for wives and mothers to work is the most important social and economic development of our times.

Women of middle-class families are no longer working for "pin money." Now they are making vital contributions to their families' welfare. Families in which both husband and wife worked earned an average of $37,856 in 1985, compared with $22,880 where the husband was the sole earner.

Attitudes have also changed toward the concept of working mothers with small children. Having a small child used to be a strong disincentive for women to work. Today, more than half of all mothers with pre-school children hold a job.

Regardless of whether this is a positive or negative development, it is a very personal and private decision that most families must make. Some choose for the mother to stay home with the child, others opt for the mother to work because it is important for her career and, thereby, beneficial to the family. But for too many families the decision is dictated purely by eco-

HOUSING PRICES GO THROUGH THE ROOF



Insights into the American Drear

Mike R. is a 39 year-old, Hispanic, communications technician living with his wife and three children in Staten Island, New York. A Teamster and the sole earner for his family, he has a base salary of $33,000. By working overtime, Mike was able to gross $52,000 last year. "It may sound like a lot, but after I take care of the basics I don't have much left over," Mike says. "Every year it gets a little harder, but I still live pretty good."

Mike credits his union for providing him with the ability to achieve his quality of life. "The contract also provided for the company to send me to school to become a technician. The union contract made sure that the company would promote from within. There is no other way that I could have this position."

Concerning the future: "I'm worried about my children, in terms of whether they'll be able to live the same life as I do. It would give me great pleasure to see my kids have more than I do, but I don't think I'm going to see that happen.

Dorothy S. is 26 years old, single, and living in Redondo Beach, California. A non-union data entry clerk, earning $18,500 with a large aerospace/defense firm, Dorothy shares a house with three roommates. Her rent is $360 per month. Although she would like a place of her own, "the rent in southern California for a decent place is just too high to do it alone."

She has a boyfriend and plans on getting married, but doesn't nomic necessity. The mother or father may want to be at home with the baby, but there is not an adequate system of parental leave in the United States, and poverty is the unacceptable alternative to not working.

It is also important to consider that another type of family—the single-parent family—is on the rise in the United States. The number of families maintained by women has nearly doubled since 1970, because of rising divorce rates and the growing number of women who bear children without marrying. These women have *no* choice but to work. Economic circumstances, particularly inflation and unemployment, have been tough on single-parent families, whose median income was $22,310 in 1986.

Working families with small children often bear a special cost associated with their situation—the price of child care. The United States is one of a handful of industrialized countries that does not have a comprehensive national day care policy. The Childrens Defense Fund estimates that day care costs families $3,000 per year for each preschool-age child.

Rising Frustrations

Many workers are feeling frustrated. Even though they are working more hours, their families are not being rewarded with better standards of living. Aside from spending more hours at work, there are less tangible costs borne by young people because of our stagnant economy.

Baby boomers are putting off marriage. The rising average age for first marriages is partially due to changing attitudes. But, considering the proliferation of low wage jobs today, the difficulty in making a decent standard of living is also a factor.

For similar reasons, many young couples are putting off having children and are opting for smaller families. Many couples are waiting until they are into their thirties before having children. If current trends continue, as many as one-third of all women born in the 1950's will not have children.

Married couples are also spending less time together. The *American Sociological Review* reports that two-income American couples spend an average of only 3.2 waking hours together each weekday.

Baby boomers should, however, be held accoutable for one aspect of their financial plight. Emergencies do result in unforeseen expenses, but many young people are charging more than necessities on their credit cards. Spiraling interest rates didn't even halt the credit binge.

Many observers believe that rising frustrations and marketing myths may have led to more carefree plastic purchases. Retailers and advertisers certainly have no qualms about preying on our sen-

Real Hopes, Real Concerns

anticipate having children until into her thirties. Dorothy has mixed feelings about her job and says that her "morale is low" because the company has not kept its promise to promote her. "They want you to take more responsibilities, but they don't want to give anything in return," Dorothy concludes. The company's excellent health benefits, however, are keeping her from looking for new work at this time.

Barbara R. is 35, divorced, has a 6-year-old son, and is living in Latrobe, Pennsylvania. She started her own paralegal service two months ago and has been making about $330 a week. Barbara had been working as a manager of a fast food chain outlet, but became dissatisfied with the effect that her irregular work hours were having on her son. "It was very stressful for him," Barbara recalls, "Every morning he had to ask where he was going to be that day. By arranging my own hours, I have been able to restore some routine and structure to his life."

What of the future? "I need certain comforts in life, but I don't live to drive a BMW. My hope for the future is to be able to help my child with his education. Young people need that extra boost in life that education provides."

Gary K., 34, works for a trade association and lives in Laurel, Maryland, with his wife and two babies. She is a government employee. Combined they make about $50,000.

Gary's wife would like to work part-time in order to spend more time with the children, but he says that the family can't afford it. The mortgage on their town house is $1,000 per month. Workday care for the children costs $130 per week, or between $520 and $650 each month. "We are not gaining a thing spending that money," Gary laments, "it just allows us to go to work."

Gary has strong views on the American standard of living: "We are the first generation not to be better off than our parents. One of the great misnomers today is that life has improved so much, that two cars and a VCR means a better standard of living. I don't think that is true."

Ideally, Gary and his wife would like to have another child. "We simply can't afford it right now," he concludes.

timents. Variations on the "Who says you can't have it all?" message are common in television commercials today. They may not be able to afford a two-bedroom condominium, but baby boomers will console themselves by charging some new clothes or a nice meal in a fancy restaurant. The minimum monthly payments may be low, but for the long-term financial health of their families, debtors need to make fewer purchases based on the feeling that they *deserve* something. Desires for instant gratification must be balanced against long-term goals and the realities of the bank accounts.

The "yuppie" stereotype—characterized by leisure, affluence and profligate spending—is increasingly being held in disdain by the baby boom generation. Older generations may regard young people as affluent because they eat out more often and wear designer clothes, but a young person's spending habits are more likely to reflect his or her lack of mortgage payments and child care expenses rather than wealth.

The yuppie tag just doesn't square with reality. Only one percent of all Americans aged 25 to 34 earn over $75,000. A recent study by the Joint Economic Committee of Congress reveals that in 1984, 47 percent of workers in this age group earned less than $13,000; 70 percent earned less than $20,000.

Restoring the Dream

American workers are being hit with a heavy dose of reality. We have been borrowing against time in making many of the choices that have keept our living standards afloat. The price tag on those decisions is coming due: most mothers and wives are already working, many women must have children now or put it off completely, personal debt is being pushed to the limit.

Yet we remain optimistic about the future. That is a positive sign: it means that we have the energy and the will to restore the American dream and to fulfill the promise of a better future. But we should not let our optimism blind us to the real problems that we are facing as a society. Too many workers have seen their families slip into a lower standard of living. Their shattered dreams litter the American economic landscape.

In 1986, 2 million Americans working full time had incomes that fell below the poverty line, 43 percent more than in 1979. More than 7 million Americans, or 6 percent of all working people, are unemployed today. Nearly 5.2 million more who are not listed in the the unemployment statistics are working part-time but need full-time work. Another 910,000 workers have become so frustrated that they have given up hope and are no longer looking for a job.

The Union Wage Advantage: 36%

Union workers earn 36 percent more per week than nonunion workers, according to the U.S. Department of Labor. The average weekly wage of unionized workers climbed to $465 in 1987, $123 more than nonunion workers earned. The earnings gap widened in 1987 as wages improved by $21 per week for union workers and by $17 for nonunion employees.

Earnings advantages for holding a union card exist across sexes and races. The protection of a union contract carries an average weekly wage advantage of $88 for men, $92 for women, $122 for whites, $132 for blacks, and $134 for Hispanics.

What can we do to put the American dream back on track? "A new wave of economic challenges, including multinational corporations, imports, plant closings, automation and deindustrialization, have shaken the foundations of our economic strength and have produced a growing structural crisis for American workers," notes General President Jackie Presser. "I believe that the first thing we must do to build a strong and fair future for our country is to reaffirm our commitment to full employment,"

While progress has been made in reducing unemployment, too many Americans find that new jobs in expanding service industries are low paying. Manufacturing employment has picked up recently because the value of the dollar has receded to more realistic levels where our goods are able to compete in the world market. Maintaing a strong manufacturing base is essential to the long-term health of our economy.

Raising America's productivity is essential to strengthening our economy and improving living standards. To increase productivity we must invest in ourselves; this entails educating America's workforce and reinvesting in domestic production. Many multinational corporations continue to shift production and investment overseas. This must end. Corporations must reinvest in America. Government must make broad-based job training available to American workers.

Perhaps the most important measure that we can make to pump new vitality into American living standards is for labor, management and government to work together to build a balanced economy where all workers and all sectors can share in even economic growth. The central element of the democratic vision for a fair society is the opportunity for all people to share in the rewards of employment and economic prosperity. This promise continues to be the strength of the American economy, and the source of the American dream.

National Master Freight Negotiations Continue

Face-to-face negotiations for renewal of the National Master Freight Agreement and its various Supplements began February 2, 1988 in Phoenix, Arizona.

The Agreement, which expires March 31, 1988, covers approximately 200,000 Teamster members across the United States who are employed in over-the-road, local cartage, office and garage occupations of the general freight hauling industry.

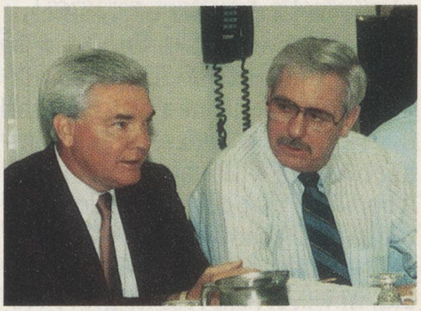
Negotiations were formally opened January 14, 1987, in Washington, D.C., when union and employer representatives exchanged proposals for changes in the contract. Since that time, union and company negotiators have been studying each other's proposals.

Teamster negotiators are bargaining with three different employer groups. Trucking Management, Inc. (TMI) represents 34 member carriers who employ roughly 95,000 Teamsters. It is the largest of the three employer associations in terms of the number of union members employed. Regional Carriers, Inc. (RCI) has 20 employer members and is the smallest association. RCI will be bargaining in conjunction with TMI for the Central Conference Supplements. The Motor Carrier Labor Advisory Council (MCLAC) negotiates for about 50 contract, specialty, regional and railroad cartage carriers. MCLAC is bargaining with Teamster negotiators separately from TMI and RCI.

The Teamster National Freight Industry Negotiating Committee and the national negotiating committees for the various employer associations have established subcommittees to negotiate the Supplements to the Master Agreement. These Supplements contain complicated and crucial language concerning regional working conditions and will receive serious attention from union and management negotiators.

General Secretary-Treasurer Weldon Mathis (left) discusses the progress of negotiations with National Freight Director Jack Yager.

Vice President Joseph Trerotola (left) with Eastern Conference Freight Coordinator Shelton Sadler.


Vice President Don West (left) with Jim Roberts, a Western Conference negotiator.

Teamster negotiators are bargaining for 200,000 members covered by the National Master Freight Agreement.

Union negotiators are optimistic that a contract will be successfully negotiated by the March 31 deadline. When bargaining is completed, freight industry members will vote on the terms of the National Master Freight Agreement and upon the particular supplement which governs their local working conditions.

Seeking the ninth renewal of the three-year contract that was first negotiated in 1964, Teamster negotiators are guided by the results of a computerized questionnaire that was sent to all freight industry members. The survey asked the Teamster members their opinions on several areas of the contract. Their responses will supplement information gathered at local union meetings which were held for the members to express their desires for specific contract changes.

GEB Holds First Quarterly Session, Meets with House Ways & Means Chairman

An appearance by House Ways and Means Chairman Daniel Rostenkowski (D-IL) highlighted the quarterly meeting of the Teamster General Executive Board when members held their first session of the new year the week of January 25, 1988.

Representative Rostenkowski, who addressed GEB members during their second day's session, discussed the status of current legislation pending in Congress, including the important trade bill which has a number of significant retaliatory measures designed to reduce the trade deficit. This bill, which will be ironed out between the House and Senate in the coming weeks, will have bearing on labor and our competitiveness in the global economy.

The General Executive Board did, however, express its grave reservations about certain aspects of the recently negotiated Canadian free trade agreement.

At the quarterly meeting, Board members received a comprehensive report on developments in key areas of activity of the International Union and its various departments and divisions which have occurred since the GEB last met in full session.

Trusteeship Issue Tops Board Agenda

Detailed extensively for the Board were developments relative to the threatened trusteeship of the International Union by the Department of Justice.

Members of the Executive Board were given a full report on the effective grassroots efforts of the union's rank-and-file membership on this important issue. These efforts, in conjunction with the combined resources of the IBT's Legislative, Legal, Governmental Affairs, and DRIVE Departments, have earned the attention and support of many members of Congress who oppose any such action by the federal government.

Widespread Support from Members of Congress

In particular, GEB members were apprised of the efforts of Congressmen William Clay (D-MO) and Jim Jeffords (R-VT) who co-authored a "Dear Colleague" letter citing congressional concern over such an undertaking by the Department of Justice. Over 247 members of the U.S. House of Representatives co-signed this letter sent to Attorney General Edwin Meese.

The GEB received a detailed account of the widespread support the International has received on this issue from every sector and political faction of both the Democratic and Republican parties. Board members learned, for example, that the entire Democratic delegation from the state of California sent its own protest letter to the Attorney General.

The Board was also updated on the activities of Teamster leaders and their representatives from locals across the country, many of whom have travelled to Washington, D.C., during the past several months to personally lobby members of Congress on the trusteeship issue.

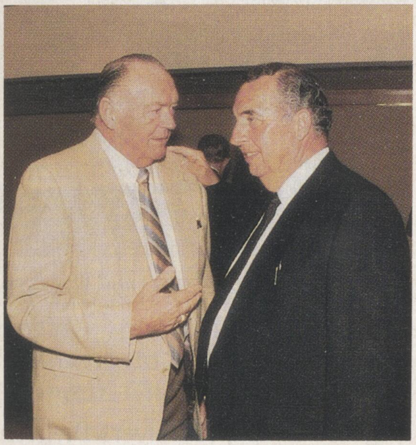
House Ways and Means Chairman Daniel Rostenkowski addressed the Board.

In addition to the efforts of Representatives Clay and Jeffords, GEB members were told of the extensive support given by a number of other members of Congress.

Board Updated on Status of Negotiations

Members of the Executive Board were also given a detailed report on the status of negotiations for a

(From left): Trustee Ben Leal; Vice Presidents Don Peters, Don West, and Maurice Schurr.



Vice President Arnie Weinmeister (left) and General Secretary-Treasurer Weldon Mathis.

new National Master Freight Agreement. Talks formally opened January 14th in Washington, D.C., and will continue over the next several weeks. The current contract expires March 31.

Similarly, Board members were updated on preparations for upcoming negotiations for a new three-year carhaul agreement. The current contract is due to expire May 31, 1988. Board members were provided with details of the meetings already held under the direction of Vice President Walter Shea, who serves as co-chair of the Teamsters National Carhaul Negotiating Committee, and were brought up to date on the formal exchange of proposals on February 1st.

Progress Report on Reaffiliation Process

Another key agenda item was the progress of the reaffiliation process with the AFL-CIO. GEB members received a comprehensive report on meetings between IBT department directors and their counterparts at the AFL-CIO, who have been sharing information on the programs and resources now available to the Union.

Vice President Shea has been named by General President Presser to coordinate all IBT/AFL-CIO reaffiliation efforts. Shea has met with AFL-CIO President Lane Kirkland and Secretary-Treasurer Tom Donahue to review key phases of the Federation's operations. These have included discussions on the AFL-CIO's Constitution, various departments, services, and particularly on Articles 20 and 21 which apply to Federation affiliates.

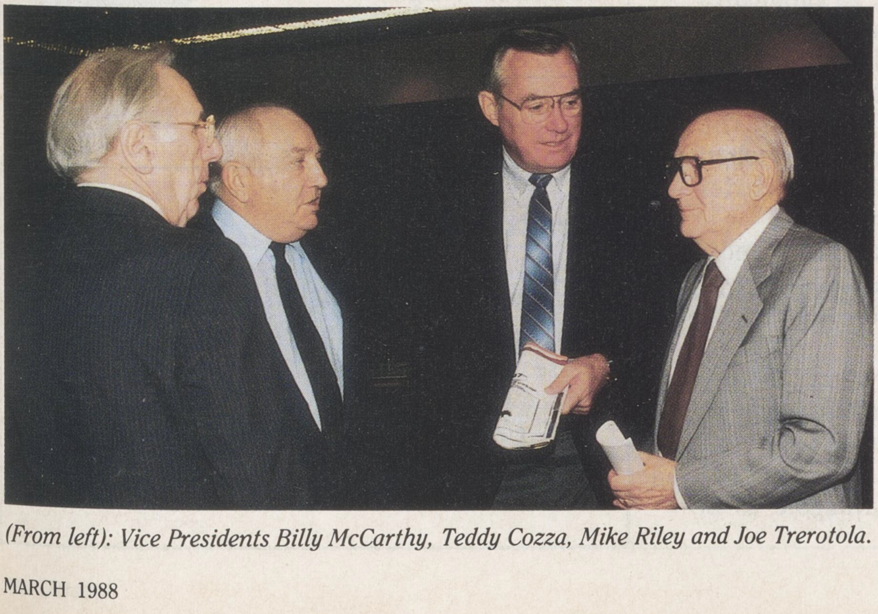
Other Business

In other action:

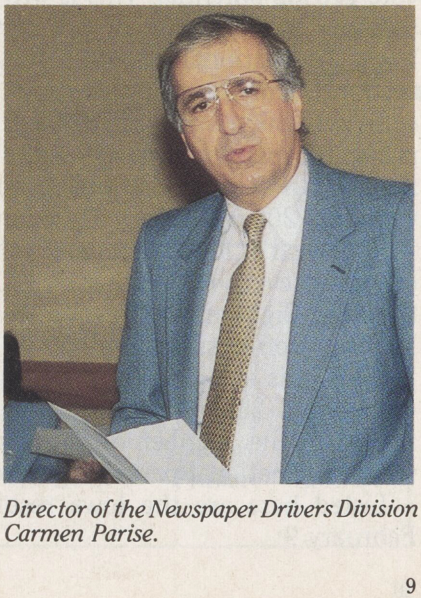
- GEB members received a detailed legislative report on major issues of concern to the membership. Items under discussion were the Reconciliation Budget and the Continuing Resolution Appropriations bills, and how changes in each could affect Teamsters and their families. The IBT was successful, the Board learned, in adding language to the Continuing Resolution bill that will indemnify local unions which participate in worker training programs as authorized by the Superfund Reauthorization passed last year.

Teamster lobbying efforts were also successful in passing anti-discrimination language which will protect American construction contractors by prohibiting federal monies from being used for payments to foreign contractors for the construction or repair of federal buildings if that foreign country discriminates against American contractors in similar bids on foreign projects.

- The Board was given a status report on on-going organizing efforts, and the resolution of representational disputes affected by reaffiliation. The Organizing Department, Board members were told, has continued to receive numerous requests from affiliates for



(From left): Vice Presidents Billy McCarthy, Teddy Cozza, Mike Riley and Joe Trerotola.



Director of the Newspaper Drivers Division Carmen Parise.

GEB Meets

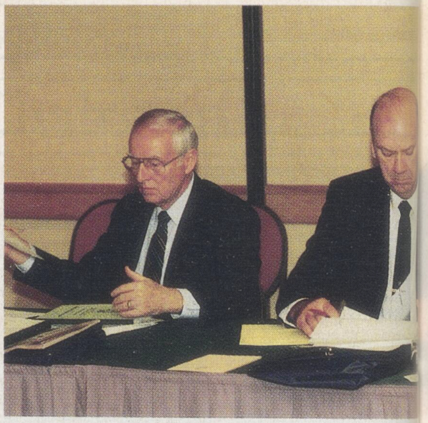
(Continued from Page 9)

information, materials, training, financial support, and manpower in various campaigns and in a variety of job sectors.

Vice Presidents Bobby Holmes (left) and Ed Lawson.

- Members of the Exective Board were also updated on mergers, acquisitions, and the rapidly changing atmosphere of the airlines industry and how these factors have impacted upon Teamster members in the division. Specific details of the situations involving Pan American World Airways, Northwest Airlines, USAir, and Midway Airlines were discussed.

The Board received an in-depth accounting on the financial status of the union from General Secretary-Treasurer Weldon Mathis.



Trustee R.V. Durham (left) and Vice President Jack Cox.

Reports were also given by General Counsel John Climaco, Director of the Legislative Department Dave Sweeney, DRIVE Director Wallace Clements, Director of Governmental Affairs Paul Locigno, Airline Division Director Bill Geroese, Freight Division Director Jack Yager, Newspaper Drivers Division Director Carmen Parise, Public Employees' Division Director Barry Feinstein, and Director of Communications Duke Zeller.

Dole, Gephardt Take Iowa As Presidential Race Takes Off

Senator Robert Dole (R-KS) and Representative Richard Gephardt (D-MO) took first place in their respective party caucuses held in Iowa on February 8. Though Iowa sends only 58 delegates to the Democratic National convention in July and 37 delegates to the Republican National convention in August, the state caucus receives a great deal of attention because it's the first real test of a candidate's vote-getting potential. This is why the 13 candidates together spent a total of 846 days campaigning in Iowa. The national attention focused on Iowa also accounted for the record turnout at the February 8 caucuses which was estimated at 215,000 voters. The previous caucus attendance record was in 1980 when Republican George Bush and Democrat Jimmy Carter won, and 206,000 voters turned out in Iowa.

This year's Iowa caucuses were also the most expensive ever with a total of $7.1 million spent in the state. Eight of the 13 candidates spent the Federal Election Commission limit: $745,149.

All of this in a state that ranks only 26th (Democratic) and 25th (Republican) in importance with regard to the number of delegates it sends to the respective national party conventions.

Listed here are the Iowa results available as of February 9:

Republicans	**Votes**	**%**
Bob Dole	40,657	37%
Pat Robertson	26,753	25%
George Bush	20,189	19%
Jack Kemp	12,082	11%
Pete Du Pont	7,971	7%
Alexander Haig	366	0%
2,445 of 2,487 precincts		

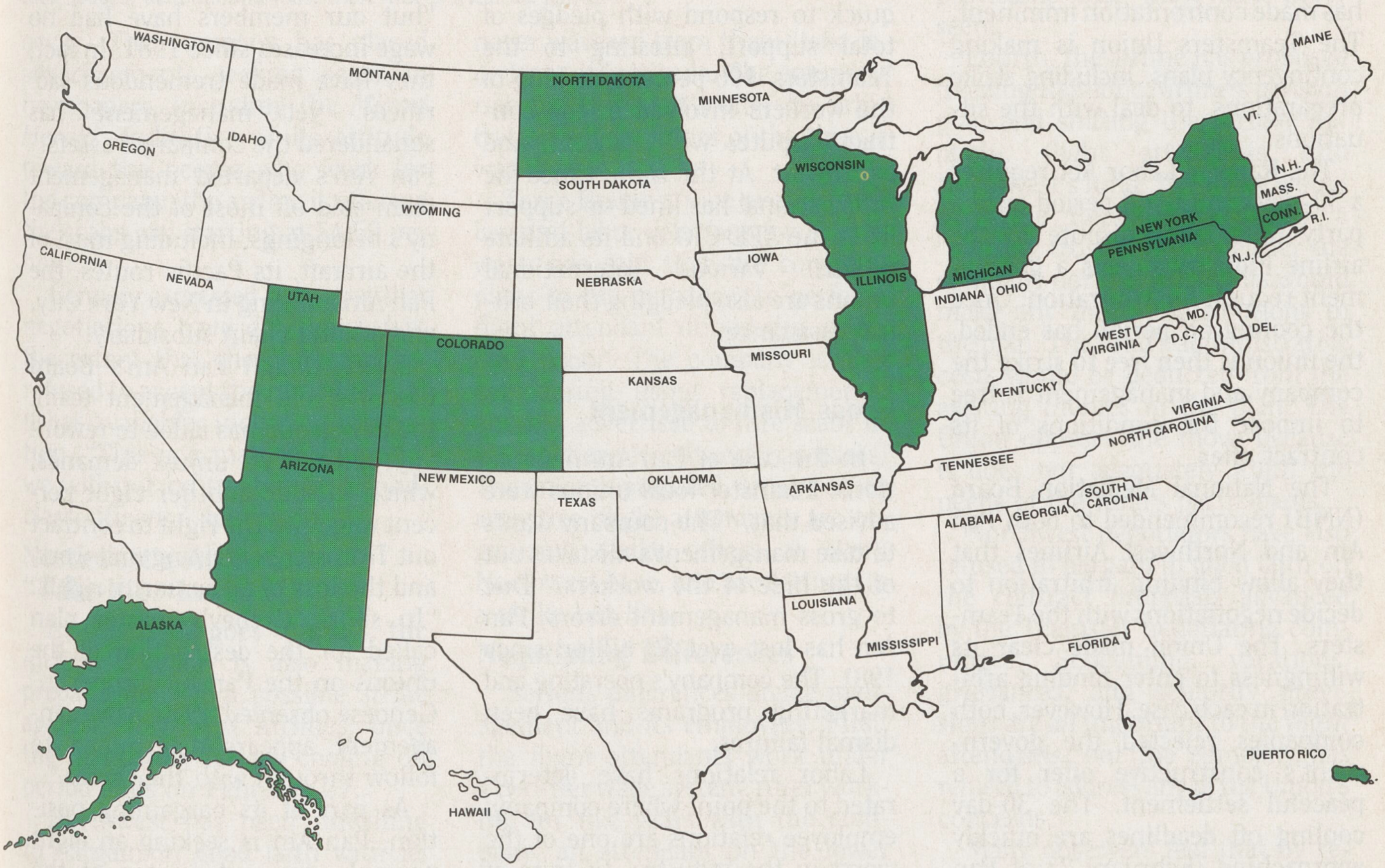
Democrats	**Votes**	**%**
Richard Gephardt	24,116	27%
Paul Simon	21,397	24%
Michael Dukakis	18,306	21%
Jesse Jackson	9,764	11%
Bruce Babbitt	8,043	9%
Gary Hart	895	1%
Albert Gore, Jr.	192	0%
1,737 of 2,487 precincts		

Presidential Politics: Round Three
The Road to the White House

Unless the Republican and Democratic nominating races are settled on "Super Tuesday" (March 8), the presidential campaign will enter a new phase with contests scattered over time and place. Over a period of roughly two months the candidates will test their political mettle in states ranging from Arizona in the Southwest to New York in the Northeast. The big prizes during this stretch will be Illinois, Wisconsin, New York and Pennsylvania. Those four states alone will determine 743 Democratic delegates and 371 Republican delegates to their respective national party conventions.

These four states are also crucial to the labor movement's ability to influence this election as they carry a large proportion of union members. If the presidential picture is still muddled after Super Tuesday, as many are predicting, those of us in the labor movement will be given an excellent opportunity to have a real impact on the process of selecting the next President of the United States.

The IBT urges all Teamsters and their family members who live in the states listed below to seize this opportunity by exercising their right to vote in their caucus or primary.


WASHINGTON
MONTANA
NORTH DAKOTA
MINNESOTA
MAINE
OREGON
IDAHO
WISCONSIN
VT.
N.H.
SOUTH DAKOTA
MASS.
WYOMING
NEW YORK
CONN.
R.I.
PENNSYLVANIA
CALIFORNIA
IOWA
NEVADA
MICHIGAN
N.J.
ILLINOIS
UTAH
NEBRASKA
INDIANA
OHIO
MD.
DEL.
WEST VIRGINIA
D.C.
COLORADO
MISSOURI
KANSAS
KENTUCKY
VIRGINIA
NORTH CAROLINA
TENNESSEE
ARIZONA
NEW MEXICO
OKLAHOMA
ARKANSAS
TEXAS
SOUTH CAROLINA
ALABAMA
GEORGIA
LOUISIANA
ALASKA
MISSISSIPPI
FLORIDA
PUERTO RICO
HAWAII

POST-"SUPER TUESDAY" STATES

Alaska	Caucus (D)	March 10
Arizona	Caucus (D)	April 16
Colorado	Caucus	April 4
Connecticut	Primary	March 29
Illinois	Caucus (D)	March 14
Michigan	Caucus (D)	March 26
New York	Primary	April 19
North Dakota	Caucus (R)	early March
Pennsylvania	Primary	April 26
Puerto Rico	Primary	March 15
Utah	Caucus	April 25
Wisconsin	Primary	April 5

Determined Teamsters Confront Airline Management Hard-Line Position

As the *International Teamster* goes to press, management is raising the negotiating stakes in the airline industry.

Company negotiators at both Pan American World Airways and Northwest Airlines have rejected government pleas to submit contract disputes with the Teamsters Union to a federal mediator for settlement by binding arbitration. Management's hard-line position in rejecting the proposed solution has made confrontation imminent. The Teamsters Union is making contingency plans, including strike preparations, to deal with the situations.

The Railway Labor Act requires a 30–day cooling off period once a party to a labor dispute in the airline industry rejects a government request for arbitration. Once the cooling off period has ended, the union is then free to strike the company and management is free to impose the conditions of its contract offer.

The National Mediation Board (NMB) recommended to both Pan Am and Northwest Airlines that they allow binding arbitration to decide negotiations with the Teamsters. The Union made clear its willingness to enter binding arbitration in each case. However, both companies rejected the government's constructive offer for a peaceful settlement. The 30-day cooling off deadlines are quickly approaching (February 21 at Pan Am and February 27 at Northwest).

About 4,500 Teamsters work in a broad cross section of job classifications at Pan Am. Because of a devastating series of operational mistakes by management, the number of Teamsters employed by the company has fallen drastically from 6,500 in 1981. The Airline Division is bargaining for 7,500 flight attendants at Northwest.

Airline Division Director Bill Genoese attended the recent Teamster General Executive Board meeting to advise the Union's leaders of the companies' unwillingness to bargain constructively. Subsequently, all Teamster local unions, joint councils and area conferences were notified of the negotiating difficulties and of the impending strike possibilities.

IBT representatives across the full spectrum of the Union were quick to respond with pledges of total support, attesting to the Teamsters' 100 percent backing of the workers involved in the contract disputes with Pan Am and Northwest. At the same time, the International has lined up support from the AFL-CIO and its affiliate unions. Various international unions are also pledging their critical assistance.

Gross Mismanagement

In the case of Pan Am negotiations, Teamster local unions were advised that, "The company wants to take management's mistakes out of the hide of the workers." Due to gross management errors, Pan Am has lost over $2 billion since 1981. The company's operating and marketing programs have been dismal failures.

Labor relations have deteriorated to the point where company/employee relations are one of the worst in the industry. In spite of the employees' willingness to prop up the troubled airline, the company continues to be battered with heavy losses. The red ink may run as high as $150 million for last year.

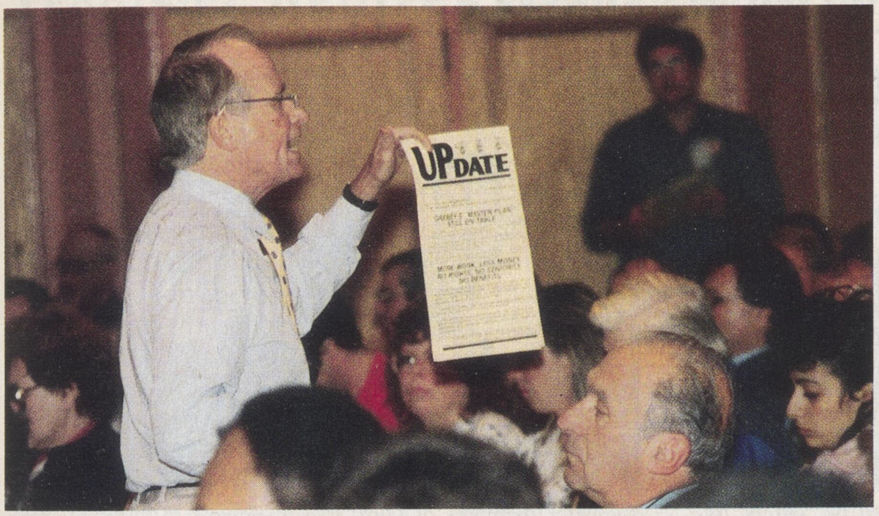
Bowing to pressure from the Teamsters and other unions representing Pan Am workers, the company's Board of Directors recently fired the airline's top managers, including Chairman C. Edward Acker and Senior Vice President Raymond Grebey, who was in charge of labor relations. Grebey is notorious for causing the strike that wiped out part of a major league baseball season in 1981.

Genoese has promised to continue bargaining in good faith with the financially strapped airline. "We want to save Pan Am, which is in serious financial trouble," he said, "but our members have had no wage increases since 1981. In fact, they have made tremendous sacrifices, yet management has squandered the company's assets." Pan Am's departed management team sold off most of the company's belongings, including most of the aircraft, its Pacific routes, the Pan Am building in New York City, and a hotel chain subsidiary.

Even though Pan Am's Board fired the old management team, the new group has failed to rework any of Grebey's unjust demands, which include another eight percent wage cut, the right to contract out Teamster bargaining unit work, and the loss of all seniority rights. "In short, Grebey's master plan called for the destruction of the unions on the Pan Am property," Genoese observed. "The new management appears determined to follow through with the threat."

As part of its bargaining position, Pan Am is seeking an eight percent wage cut on top of the 21.6 percent wage savings that it has received since 1981. In recent contract talks with three other unions on Pan Am's property, the company agreed to rescind the 21.6 percent pay cut in return for a new 8 percent concession.

Pan Am has made clear its intention to hire scabs at minimal pay to do the work of Teamster members if, in fact, a strike does



Genoese with the workers. "If we have to carry on with these fights in order to protect their wages, benefits and jobs, then that is what we will do."

occur. The company has placed advertisements seeking scabs in newspapers, including the *Miami Herald*. Indicative of its attitude toward the people who work for the company, the airline is offering the scabs pay starting at $4.59 per hour.

Genoese expressed his regret that negotiations have deteriorated to the extent that the company has refused to accept the remedies that it has available, including arbitration. "This is a matter of dignity; we will not be treated as second-class citizens," he vowed.

Northwest's Attitude: "Take-it-or-Leave-it"

As this issue goes to press, the Airline Division is also making preparations for a possible strike against Northwest Airlines, once the mandatory 30-day cooling off period ends on February 27.

Northwest has been unwilling to bargain in good faith with its employees ever since it took over Republic Airlines and completed the largest merger in the history of the airline industry. The Teamsters handily won a representation election among the combined flight attendant groups of the merged carriers in November of 1986. The Teamsters immediately began negotiating with the airline to unify their contracts.

Northwest's negotiators have never wavered from their "take-it-or-leave-it" attitude. The company rejected the NMB's offer for arbitration within hours of the time it was given.

Terry Erskine, vice president of law and labor relations for Northwest, has said that the company plans to use managers to perform flight attendant duties if a strike does occur. The company is also considering using replacements, and has advertised to hire scabs in cities where Northwest has bases. The union is prepared. Among other activities, flight attendants are organizing strike offices at every Northwest base, and are setting up a strike hot line.

Negotiating Differences

Serious differences divide management and its employees. First, the flight attendants work under a two-tier wage system. After working for five years with the company, an attendant on the lower scale moves to the higher wage rate. Management has proposed extending the step-up point an additional three years. It would then take a newly hired employee eight years to jump to the regular rate.

Second, Northwest has demanded the right to staff its Pacific flights with new-hire multilingual attendants. Since multilingual attendants now have super-seniority status, the company's proposal would result in bumping longtime employees with regular seniority status. This would not only adversely affect the senior attendant monetarily, but could also result in the company's bumping attendants from their home base. Left unchecked, the measure could also cause layoffs.

Third, the company has asked to tie the flight attendant duty-hour limitations to the pilots' contract, even though that contract is currently being negotiated. Under this scenario, the company is asking the attendants to agree to provisions that they have never seen.

Fourth, the airline has proposed freezing Republic Airline's pension plan and shifting the former Republic flight attendants into Northwest's fund. The move would turn the Republic plan into a "wasting trust," where neither the company nor the attendants would make any more contributions to the plan. The fund's administrative costs would be deducted from the existing monies in the plan. The Union opposes the move because it does not adequately fulfill the needs of the fund's participants.

Northwest negotiators have also refused to bargain in good faith on the contract proposals advanced by the Teamster negotiating committee. Scheduling, vacations, grievances, and seniority provisions are all important to the flight attendants, but the company has refused to address any of the Union's concerns.

Many observers feel that by remaining obstinate, Northwest management is trying to divide the flight attendants and to provoke a strike.

"The Teamsters Union has always taken bargaining positions that will protect the workers," Geonese commented. "If we have to carry on with these fights in order to protect their wages, benefits and jobs, then that is what we will do."

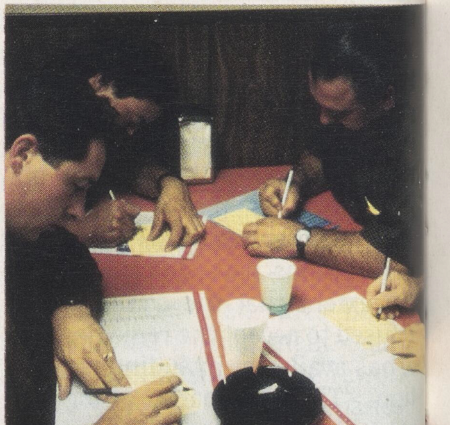
Teamster Locals Active In DRIVE . . .

Local 710 in Chicago, Illinois, signed up 100 percent of its Advance city drivers.

Teamster members of Local 696 in Topeka, Kansas, are supporting the DRIVE program.

Republican Representative Christopher Smith (standing, center) recently received a DRIVE contribution from Local 177 in Hillside, New Jersey.

Safeway stores ice cream plant workers of Local 730 in Washington, D.C., join DRIVE.



UPS members of Local 278 in San Francisco, California, sign on to the DRIVE team.

Giant Food store workers of Local 730 are supporting the DRIVE program by becoming regular contributors.

Local 745 in Dallas, Texas, recently sponsored a highly successful campaign to register new voters and build support for DRIVE.

Teamster Retirees Build Political Action Program

Retirees know how important political activity is to protecting the benefits and rights that they have fought for and won over the years. That is why Teamsters retiree clubs across the United States are gearing up during this election year to increase their involvement in the political process.

"This is the year that Teamster retirees are really going to make their presence felt in the political arena," predicts Norm Greene, director of the International Teamsters Retiree Department. "The retiree is the best weapon in the arsenal of this Union. We are going to make our voices heard and our votes count."

Greene is crisscrossing the United States in an effort to help establish new retiree clubs and to promote the many benefits and services that the Retiree Department is making available to its members.

Increased political action is a recurrent message in the Director's remarks to Retiree chapters. "I discuss the need to get involved in the political process and to contribute to DRIVE at every retiree club meeting that I attend," Greene said. "I stress that we need to register more voters, contribute to DRIVE, keep track of what the politicians are doing and vote accordingly.

Confronting the Issues

Older people in America have a great stake in politics. For instance, many retired people are dependent on federally-funded Medicare insurance to pay for their health care needs. The program has generally improved the health situation of elderly Americans, but does have weaknesses. The annual deductible for a retired person's basic health care is $520, an amount that is extremely difficult to manage for many elderly persons, especially those millions who live on fixed incomes.

Medicare is also limited as to what portion of a person's health care costs are covered if he or she has a prolonged stay in the hospital. Too often, a lifetime of savings is wiped out when an older person gets sick, needs several months of medical attention, and is then burdened with tremendous doctor and hospital bills. Federally-funded, catastrophic health care coverage is a concept that must be enacted into law.

The nation's Social Security system has been the mainstay of a decent existence for many older Americans, yet the program constantly comes under Congressional scrutiny, and many inequities remain in the system. One problem is the situation where retirees born between the years 1917 and 1921—the "Notch" babies—receive lower benefits than those Americans born in other years because of the different indexing regulations mandated by federal law.

The Retiree Department is in constant contact with the Union's expert legislative team to help shape the Teamsters' approach to the issues affecting retirees. "The Teamsters Union doesn't stop looking out for its members' legislative interests when those people retire," General President Jackie Presser has long emphasized. "To the contrary, retirees built this Union into the strongest force for working and retired people in America. They deserve, and receive, every consideration in the formulation of the Teamsters' legislative program." Teamster lobbyists and Retiree Department advocates present the retiree viewpoint on every piece of legislation important to senior Americans.

The Retirees' Role

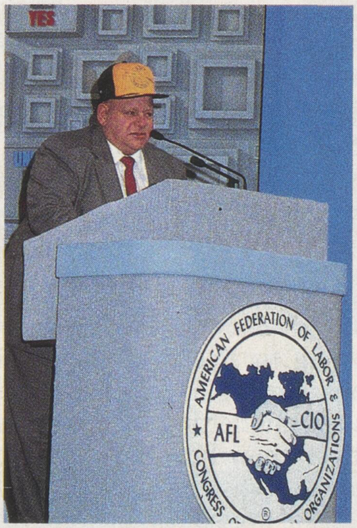
Teamster retirees have a vital role to play in the political process. This includes registering voters, helping to elect pro-labor politicians, staying aware of important issues, and letting their representatives know how they feel about pending legislation.

Jackie Presser elevated IBT's retiree program to department-level status shortly after assuming his position as General President in 1983. The number of retiree clubs and participating members has grown dramatically since that time. The Retiree Department now has 320 chapters and half-a-million members.

"We have tremendous potential," Greene reminds the Teamster retirees. "When we retired from work, we didn't retire from life or from being Teamsters. We can't let the politicians take away what we have built in this country and in our Union. We must become the strongest, most politically active group in America."

The Teamster Retiree club affiliated with Local 728 in Atlanta, Georgia, is building a strong chapter.

Teamsters, AFL-CIO Counterparts: Working Together Toward Common Goals



"For years, our members have worked side by side, always striving to achieve the very best for working men and women. Now, our efforts have become more effective because we are all pulling together. There is nothing that we in the American labor movement cannot accomplish when we work together. We are united by a common history, a common struggle, and a common goal: we want the best for those we represent. And together, nothing can stop us."

—General President Jackie Presser
AFL-CIO 17th Constitutional Convention
Miami Beach, Florida
October, 1987

Four months ago, on November 1, 1987, the International Brotherhood of Teamsters officially reaffiliated with the American Federation of Labor-Congress of Industrial Organizations. Since that date, the reaffiliation process has been progressing at a steady pace.

At the direction of Teamster General President Jackie Presser, department and division directors of the International Union have scheduled meetings with their counterparts at the AFL-CIO to explore the resources, services, and programs newly made available to the IBT and its members as a result of reaffiliation. In most cases, the sharing of information has flowed both ways: AFL-CIO personnel have been learning from the Teamsters just as Teamster staff members have been learning from the AFL-CIO.

Vice President Shea Coordinating Reaffiliation Activities

Vice President Walter Shea, who also serves as an Assistant to the General President, has been appointed to oversee the administration of all Teamster/AFL-CIO reaffiliation activities. In keeping with this responsibility, Shea has met on several occasions with AFL-CIO President Lane Kirkland and Secretary-Treasurer Tom Donahue, to become familiar with the scope and function of the Federation.

"In particular," Shea reports, "we have been reviewing phases of the AFL-CIO's operation including the Constitution, Articles 20 and 21 which apply specifically to affiliates, and the various departments and services of the Federation.

"I have taken the opportunity," he continued, "to visit AFL-CIO headquarters in Washington, D.C., and to visit each of the major headquarters departments." These have included COPE (the Federation's political action committee, a counterpart to IBT's own DRIVE Department); Organizing and Field Services; Legislative; Research; Community Services; Civil Rights; OSHA/Social Security; Education; Information; International Affairs; and the Labor Institute for Public Affairs.

Necessary attention has also been given to resolving jurisdictional and representational disputes between the Teamsters and other AFL-CIO affiliated unions.

IBT Autonomy Strong As Ever

"As Jackie made clear in announcing the Board's decision to reaffiliate," Shea reiterated, "the AFL-CIO's Constitution and its procedure for determining organizing responsibilities provides a reasonable procedure for resolving disputes between affiliated international unions. We have been reviewing all existing disputes. Many have been resolved; others are still under discussion. Each case is being considered carefully and individually.

"Teamster members can be confident," Shea emphasized, "that the IBT clearly and unquestionably retains its autonomy and its integrity, with its jurisdictional rights protected and preserved. General President Presser and the members of the General Executive Board would have it no other way, and there is no other way it will be."

With its independence intact and its autonomy indisputable, IBT is moving ahead with enthusiasm and eagerness towards a closer and more cooperative relationship with the Federation.

"I firmly believe," Jackie has said, "that personal, one-on-one meetings between Teamster department directors and their counterparts at the AFL-CIO are vital to developing the necessary give-and-take between our organizations that will give real meaning to the reaffiliation process.

"Teamster reaffiliation with the AFL-CIO will be more than words, more than a promise. We have made a commitment to the American labor movement, and it is a commitment that we can truly honor only if we become truly involved.

"This initial interaction at key department levels is setting the foundation for a solid reunification of the House of Labor," the Teamster leader added. "I've told our people to get to work, to set up meetings, to exchange ideas and information. We are totally committed to reaffiliation and all it entails. And we are off, I feel confident, to a solid start."

Beginning the Work Of Reaffiliation

With the General President's commitment setting the course, the various departments of the International Brotherhood of Teamsters have gone about the work that lay before them: sharing information, learning about programs and services, and exploring a widened horizon of resources now available to the IBT.

To update Teamster members about department-by-department initiatives in the reaffiliation process, *International Teamster* is providing the following brief summary of ongoing activities:

- **Legal Department**—Department representatives have attended monthly meetings for general counsels of the affiliates of the Building & Construction Trades. The Legal Department has also assisted AFL-CIO lawyers in putting together a witness list for Senate Labor Committee hearings on the National Labor Relations Act, has attended an AFL-CIO workshop on Federal Election Committee (FEC) rules pertaining to union political activities, and is looking into joining the AFL-CIO Lawyers' Coordinating Committee.
- **Legislative Department**—The Department has met with AFL-CIO legislative representatives regarding assistance to and monitoring of Teamster legislative issues. IBT representatives have regularly attended the Federation's weekly Legislative Committee meetings, and the Department has held a series of meetings on employee leasing provisions of the Reconciliation Bill and employee drug testing.
- **DRIVE**—IBT's Democrat, Republican, Independent Voter Education department has begun coordinating fundraising activities with its AFL-CIO counterpart, COPE (Committee on Political Education). DRIVE has joined as a member of the Federation's Legislative and COPE departments.

(Continued on next page)

WELCOME AFL-CIO'S DE
TO VISIT
NESE FEDERATION

IBT Director of Governmental Affairs Paul Locigno (left), and AFL-CIO Department of Legislation Director Robert M. McGlotten (right), were welcomed by Chen Hsi-Chi, president of the Chinese Federation of Labor, during a recent joint goodwill visit to Asia.

Preamble to the AFL-CIO Constitution

The establishment of this Federation through the merger of the American Federation of Labor and the Congress of Industrial Organizations is an expression of the hopes and aspirations of the working people of America.

We seek fulfillment of these hopes and aspirations through democratic processes within the framework of our constitutional government and consistent with our institutions and traditions.

At the collective bargaining table, in the community, in the exercise of the rights and responsibilities of citizenship, we shall responsibly serve the interests of all the American people.

We pledge ourselves to the more effective organization of working men and women; to the securing to them of full recognition and enjoyment of the rights to which they are justly entitled; to the achievement of ever higher standards of living and working conditions; to the attainment of security for all the people sufficient to enable workers and their families to live in dignity; to the enjoyment of the leisure which their skills make possible; and to the strengthening and extension of our way of life and our democratic society.

We shall combat resolutely the forces which seek to undermine the democratic institutions of our nation and to enslave the human soul. We shall strive always to win full respect for the dignity of the human individual whom our unions serve.

With Divine guidance, grateful for the fine traditions of our past, confident of meeting the challenge of the future, we proclaim this Constitution.

Vice President Shea: coordinating reaffiliation activities.

- **Governmental Affairs**—This department of the International Union has been working closely with AFL-CIO lobbyists on a number of key issues affecting Teamsters and their fellow unionists. These issues include welfare reform, Hatch Act reform, the Shell Oil boycott, and human rights in the Soviet Union. The department also was instrumental in arranging a goodwill visit to the Republic of China for an AFL-CIO delegation, and has held a series of meetings with the Federation's International Affairs Department.
- **Communications**—The department has established a working relationship with the AFL-CIO's Department of Information for the exchange of materials and union-related news. The IBT Communications Department has become involved with the Federation's new "Union, Yes" advertising campaign, providing detailed information about the program to Teamster members in *International Teamster*. Department personnel also attended a telecommunications workshop at the George Meany Center for Labor Studies, and were on hand for the unveiling of the Federation's new video conferencing center.
- **Education**—The Department has met with AFL-CIO's Education personnel to explore the possibility of using Federation facilities for joint labor/management programs and Teamster Leadership Academy classes. The IBT has been a leader in the labor movement in providing extensive education services for stewards, officers and business agents, as well as offering joint programs with company officials in the trucking and car haul industries and at businesses such as the General Foods Corporation. The IBT Education Department also has been asked by the Federation to participate in the American Council on Education's higher education program being developed for universities across the United States.
- **Economics**—The department has held a series of meetings with the AFL-CIO's Economic Research and Social Security departments.
- **Organizing**—Department personnel have attended meetings with representatives of the Federation's own Organizing Department, learning about its services and programs that pertain to organizing. The IBT Department has been invited to attend regular meetings of the AFL-CIO's Organizing and Field Services Department, and has participated in preparations for testimony before the Senate Labor Committee on deficiencies in the National Labor Relations Act.
- **Information Center**—This department has begun the task of coordinating information-gathering with a number of AFL-CIO leaders, including the Coordinated Campaign Advisory Committee, the International Presidents' Committee and the Committee on Regional Conferences on Coordinated Bargaining. In recent months, the AFL-CIO has made growing use of IBT's information services. While the volume of requests from the Federation and its affiliates has increased since reaffiliation, many of these international unions have maintained contact with the IBT over the years.
- **Human Services**—IBT department personnel have met on several occasions with the AFL-CIO's Human Services division to discuss areas of mutual concern and cooperation. IBT staff also has

IBT Information Center Director Ann Thompson (far left), Industrial Trades Division Director Joe Konowe (second from right), and Division Secretary Tom Brown (far right) met recently with AFL-CIO Industrial Union Department Secretary-Treasurer Elmer Chatak (second from left) and President Howard Samuels (center) at IBT headquarters. The IBT Division joined IUD in January, and Konowe represented the Teamsters at a recent meeting of the Department's Executive Council and Coordinated Bargaining Departments. Some 23 international presidents of AFL-CIO affiliated unions with members in industrial trades were on hand to welcome Teamsters to the Department and to discuss key issues affecting them all. Priority agenda items included the impact of multi-nationals and conglomerates on U.S. industry, safety and health concerns, organizing efforts, and specific insurance problems facing the industrial trades.

visited the Meany Center to examine facilities as a possible location for future teacher training programs.

- **Research**—The IBT Research Department met with the Federation's Director of Research to discuss research options, and toured the headquarters' facilities.
- **Safety and Health**—The department has conducted a program for Jamaican trade unionists at AFL-CIO's George Meany Labor Studies Center, and is attending bi-monthly meetings of the Federation's standing committee on Safety and Occupational Health.

Meanwhile, IBT Trade Divisions have set about the work of developing and, in many cases, enhancing already close relationships with their correllary departments at the AFL-CIO. Meetings have been held between respective department and division directors to coordinate activities in servicing local unions.

Pleased at the Progress

"I am pleased at the progress that is being made in the reaffiliation process," Jackie noted. "For years, our members have worked side by side, always striving to achieve the very best for working men and women. Now, our efforts have become more effective because we are all pulling together. There is nothing that we in the American labor movement cannot accomplish when we work together. We are united by a common history, a common struggle, and a common goal: we want the best for those we represent. And together, nothing can stop us.

"Teamsters are moving along the path of reaffiliation with enthusiasm and dedication," Presser added. "Each day that passes brings further confirmation that the General Executive Board's decision to reaffiliate was farsighted, well-considered, and clearly has been in the best interests of the International Union, our affiliates, and the rank-and-file members we represent."

What is the AFL-CIO?

The American Federation of Labor and the Congress of Industrial Organizations—usually referred to as the AFL-CIO—is a voluntary federation of 89 national and international labor unions in the United States.

At root, the AFL-CIO is people, 13.1 million workers in occupations as diverse as America itself.

In nearly every field of human endeavor, workers have formed unions to bargain collectively with their employers, striving to improve their lot by achieving just wages and working conditions.

In turn, these unions formed the AFL-CIO to represent them in the creation and execution of broad national and international policies and in coordinating a wide range of joint activities.

The 89 affiliated unions of the AFL-CIO are made up of more than 45,000 local unions, through which day-to-day relationships are conducted with several hundred thousand employers. These local unions have negotiated more than 140,000 collective bargaining contracts that help give the American worker a measure of economic security by spelling out rates of pay, hours of work, overtime, hospitalization and medical benefits, vacations, holidays, seniority, the handling of grievances, pensions and much else.

Most of these contracts—98 percent, according to government statistics—run their course without a strike or other interruption of work. They have become part of the nation's economic foundation upon which its workers have built the highest living standard in the world.

The AFL-CIO itself, however, does no bargaining. It is not a union, but a union of unions.

It was established on December 5, 1955, when the American Federation of Labor and the Congress of Industrial Organizations merged into a single trade union center. This merger ended a 20-year split in the ranks of the American labor movement growing out of differences over the form trade union organization should take.

The merger recognized the principle that both craft and industrial unions are appropriate, equal and necessary as methods of union organization.

The merged Federation came into being with a legacy of effective, practical, democratic trade unionism dating back to the formation in 1881 of the Federation of Organized Trades and Labor Unions of the United States and Canada, which five years later evolved into the AFL.

Each member union of the AFL-CIO remains autonomous, conducting its own affairs in the manner determined by its own members. Each has its own headquarters, officers and staff. Each decides its own economic policies, carries on its own contract negotiations, sets its own dues and provides its own membership services.

Each of the 89 affiliated unions is free to withdraw at any time. But through its voluntary participation, it plays a role in establishing overall policies for the American labor movement, which in turn advances the interests of every union.

Teamsters Take Part in AFL Exchange Program With West German Federation of Labor

Pictured in the lobby of DGB headquarters in Berlin are (left to right): Elizabeth Tomasko, UAW; W.C. Smith, III, IBT international representative; Bill Cunningham, AFL-CIO economist; Jim Schmitz, AFSCME; Marion L. Hess, Central Labor Counsel lobbyist; Bob Milewsky, Carpenters; Joel Parker, TCU; and Bob Dahlke, IBEW.

Teamster International Representative W.C. "Willie" Smith, III, recently joined seven other AFL-CIO representatives on a 10–day trip to the Federal Republic of Germany. The trip, funded by the AFL-CIO and the National Endowment for Democracy, was an exchange program between the AFL-CIO and its German counterpart, the Deutscher Gewekschaftsbund (DGB) to compare organized labor—from organizing through contract negotiations—in the two countries. The program included personal meetings with German employers and youth council groups from five German unions.

AFL-CIO representatives accompanying Smith on the trip were: Bob Dahlke, IBEW: Elizabeth Tomasko, UAW; Bob Milewsky, Carpenters; Joel Parker, TCU; Jim Schmitz, AFSCME; AFL-CIO economist Bill Cunningham and AFL-CIO Central Labor Council lobbyist Marion Hess.

Geographically, West Germany is approximately the size of the state of Oregon and has a population of 60 million. The DGB is part of a free association labor union movement in which each worker chooses whether or not to belong to a union. To West Germans, however, the union is a way of life and 85% of all workers are union members. Consequently, union busting is not a concern for them.

The AFL-CIO delegation visited the DGB headquarters in Dusseldorf to study the organization of the German labor unions. The structure of the DGB is similar to that of the AFL-CIO. There are 17 international unions which belong to the DGB. In turn, each international is comprised of several local unions. Each union holds four general membership meetings per year in one of the 180 union halls located throughout the country. Master contracts are negotiated approximately every four or five years. Unions, like businesses, are required to pay taxes to the German government.

One major difference which the delegation examined was the existence and role of the German youth council groups. These are separate groups within the DGB which are designed to educate and provide a voice to the nation's youth. Youth council members range in age from 15 to 30. They are elected by their peers to represent the youth in the union. To become a union shop steward, you must have first been a member of a youth council group.

Youth councils provide a strong educational system which emphasizes active involvement in the unions as well as the government.

Pictured with IBT International Representative W.C. Smith, III (far left), is (left to right) Freundliche GrüvBe, business director, GdBD; Joel Parker, director, Amtrak Division, TCU; and Peter Kuccona, Youth Works Counsel representative, GdED.

These groups are a strong and effective lobbying force which remain involved in the political process. As a group, Germany's young people are very concerned with the future of their nation, especially with respect to the laws which affect the nation's economy, ecology or international relations. The union's youth council groups are an effective way to voice their concerns.

The German Parliament and companies recognize the strength and importance of the youth councils. In addition, the youth councils keep the unions strong, prepare workers for the job, and maintain a pro-labor philosophy throughout the country.

Smith contacted UPS Regional Manager Larry Long who led the delegation on a tour of the UPS Center in Hamburg. Smith met with both full- and part-time workers and compared contracts between the U.S. and German companies. He also met with Center Manager Wruter Bochelman and other supervisors about the differences in labor contracts and operations.

While in Hamburg, the world's third largest port, the group also visited two other companies and unions. The first was the shipping company of HLT where the AFL-CIO contingent met with the youth council group to discuss the effects of deregulation. The union, OTV, Germany's transportation workers' union, is similar to the Teamsters Union. They also toured the docks and met with workers on the job to compare problems.

The group's next stop in Hamburg included a tour of the railway operations at Germany's largest train switching yard. The U.S. labor representatives discussed the declining railroad industry in both the U.S. and Germany with representatives of the German railway union GdED.

Other stops included a tour of the Mercedes-Benz plant in Stuttart to compare UAW members with the German metal workers in respect to production standards, job safety, and labor management relations. They visited Germany's Black Forest to study problems with acid rain and the decline in lumber productions.

These unions uniformly oppose strikes. To the West Germans, the communist-controlled unions of East Germany are merely associations used as instruments to control the workers.

During his visit to West Germany, W.C. Smith, III, (far left) toured the UPS center in Hamburg. Pictured with him are (left to right): Center Manager Wruter Bochelman; UPS package car drivers Wolfgang Hübner, Angleo Schmitt and Dick Heenheim; and Division Manager Klaus Osenbrooks.

The next stop was in Mannheim to attend a meeting with management and the international union HBV (retail and trade workers) to discuss the issues of store hours and the decline in sales due to the present state of the economy.

Finally, the group met with the BSEC (the international building and trades union) in Berlin, and visited a construction site of a shopping mall. They exchanged information on job safety and jurisdiction of job crafts with their German counterparts at the worksite.

The exchange program included a short tour of East Berlin to study the workers and unions in a communist-controlled government. Trade unions exist in East Germany, but belong to the World Federation of Trade Unions which is under communist control. Unlike the workers in West Germany, East German workers do not have the right to choose whether or not to belong to a union. Every worker is a member of the union.

In conclusion, IBT's Smith felt that "The trip was one of the most educational experiences of my life . . . not only studying German labor unions but also the differences in government and culture."

One significant difference which each of the AFL-CIO representatives noted was the level of involvement the unions played in the political process of the nation. The West Germans do not have labor PAC's as exist in the United States, yet the Parliament recognizes the strength of the unions. Through the educational programs, such as the union's youth counsels, people are made aware of key issues and are strongly encouraged to participate in their resolutions. For example, in the last general election, 89.2% of the voting population actually voted.

Germans take a great deal of pride in their work and in their country, the U.S. delegation discovered. It is a lesson they plan to share with workers back home in America.

Teachers Join Teamsters for Labor Studies Workshop

Approximately 130 attended the one-day workshop.

As a follow-up to the Teamsters' "Teaching Labor Studies in the Schools" program held last July at the University of Wisconsin—Madison, the IBT's Human Services Department is conducting several one-day workshops with teachers in cities across the country. One recent workshop, held January 25th in Baltimore, Maryland, was conducted by Fr. David Boileau, director of the Human Services Department, and his colleague, Dr. Saul Bronder, with the help of Addie Johnson, assistant principal of the host school, Robert W. Coleman Elementary. Future workshops are scheduled in Dallas, San Francisco, Los Angeles, Cleveland, St. Louis, Toronto, Philadelphia and Detroit.

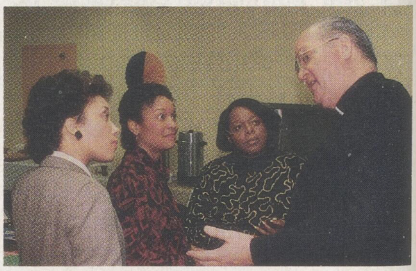
Teachers of pre-kindergarten through sixth grade students, representing five different Baltimore City public schools, attended the workshop. Despite inclement weather, Baltimore had the largest turnout of any of the workshops to date—with more than 130 in attendance. Two additional workshops, held in Butte, Montana, and Olympia, Washington, were extremely well-attended and very productive.

The purpose of the workshop is for teachers to critique the labor studies lesson plans designed by the teachers who attended the seminar at the University of Wisconsin. In so doing, the workshop participants discussed ways to successfully incorporate labor studies into their own curricula.

Following registration and a continental breakfast provided by the IBT, the participants were greeted by Dr. Samuel L. Banks, supervisor of the Office of Social Studies for Baltimore City Public Schools. Dr. Banks welcomed the teachers and the Teamsters, and said he was pleased to see them working together to develop a labor studies program. He also stated that the "Teamsters represent a significant, powerful force in the labor movement" and encouraged the teachers to work with them to develop a solid program. Stressing the importance of developing a program to reflect the diversity that exists in the American labor force, Banks advised the teachers to "work hard, ask questions, and discuss programs which are truly multi-ethnic and multi-cultural."

Following Dr. Banks was Irene Dandridge, president of Local 340, American Federation of Teachers, AFL-CIO, who immediately expressed excitement about the workshop, saying, "Labor studies have been a long time coming." Dandridge believes that children need to know the part that labor has played in history. She also feels that too many people do not understand what unions do, and that a labor studies program in the schools would be the appropriate place to begin to correct that lack of understanding.

Commenting on the materials provided by the IBT for the teachers, Dandridge said that she was "delighted to see on the tables that we have, for a change, teaching materials that we can take back to the schools with us." Among other things, the teachers were given a chronology of labor history and a glossary of labor terms, compiled in a book by the Human Services Department. The book is meant to be used as a desktop reference to save research time which would otherwise have to be spent in the library.



Picture left to right are: Yvonne Woods, educational specialist, Office of Social Studies, Baltimore City Public Schools, and co-coordinator of the workshop; Addie Johnson, assistant principal of the host school and co-coordinator of the workshop; Sharon Green, educational specialist, Office of Social Studies; and Fr. Boileau, director, IBT Human Services Department.

Teachers were also provided with a book containing five planning units on labor studies for grades pre-kindergarten through senior high school. This publication was designed by the teachers who attended the first Teamster Teacher

Scholarship Program at Cornell University in July, 1986.

A similar book, designed by the graduates of the Wisconsin program, is in the production process. These books are meant to serve as catalysts for devising an effective labor studies program and must be adapted to suit the individual needs of the students in various grade levels.

Addie Johnson, a graduate of the Cornell program and a member of the staff of the Madison program, was instrumental in putting together the Baltimore workshop. She feels that this new program is an "innovative, challenging and progressive way of looking down the road at the future of our children now." Before introducing Fr. Boileau, she took a moment to introduce and thank the principals of the participating schools who were able to attend.

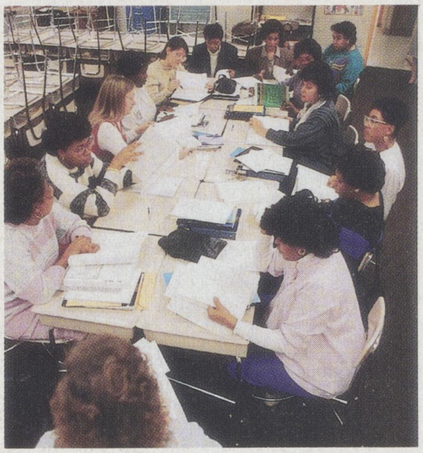
Fr. Boileau discussed the upcoming third annual Teamster Scholarship program, "Teaching Labor Studies in the Schools," scheduled for July 3–15, 1988, at the University of California at Berkeley. The goals of the program are to familiarize teachers with the history of organized labor and the current status of industrial relations, to inform them about the Teamsters Union and its contributions to the working women and men of America, and to develop curriculum concepts for infusing labor studies into classroom teaching. He then turned over the microphone to his associate, Dr. Saul Bronder.

Before beginning a discussion of the lesson plans to be reviewed by the teachers, Bronder thanked all of the speakers. He also introduced two Baltimore City teachers, Jackie Waters and Brenda Wilson, both graduates of last year's seminar at Madison.

Bronder continued by reviewing each of the materials which the teachers had been given. He asked participants to concentrate on the book of lesson plans and to choose two units to critique. After carefully examining each unit, the teachers were asked to decide if the objectives were clear, if the unit was well organized and if the activities were realistic. They were also strongly encouraged to add their own thoughts, comments and suggestions to improve the units. Teachers were then divided into groups according to the grade levels they teach, to work on the lesson plans.

Dr. Samuel L. Banks, supervisor of the Office of Social Studies for Baltimore City Public Schools, expressed his support for developing a labor studies program in the city's schools.

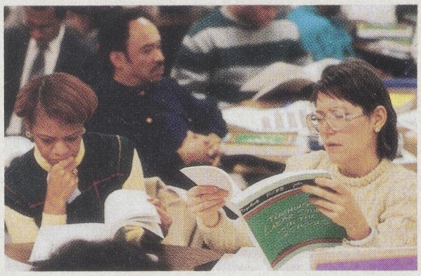
The teachers discussed ways to incorporate labor studies into the school curriculum. Some of the methods included role playing, reading and writing assignments, spelling bees, and art projects which are centered around a labor theme. For example, older children could be asked to do a biography of the labor leader of their choice and younger students could be asked to act out the profession or job of their parent.



The workshop participants divided into smaller groups according to the grades they teach to critique the lesson plans prepared by the graduates of the Cornell program.

Other suggested methods involved having guest speakers come into the classrooms to discuss their roles in the workplace. Suggested speakers included local union officials, parents of classmates or workers representing a variety of jobs and professions. Another recommendation was for students to take field trips to different work places.

In general, the teachers felt that the book by the Cornell teachers was a well-planned starting block, but agreed it needed to be adapted and expanded to suit their individual needs. Some suggested changes included tying in the students' feelings and emotions about work and the workplace, such as how a student thought workers would feel if they did not have a job. Another suggestion was to have the students compare the work young people do today with the work children were doing 80 years ago, and to discuss how and why changes have been made.

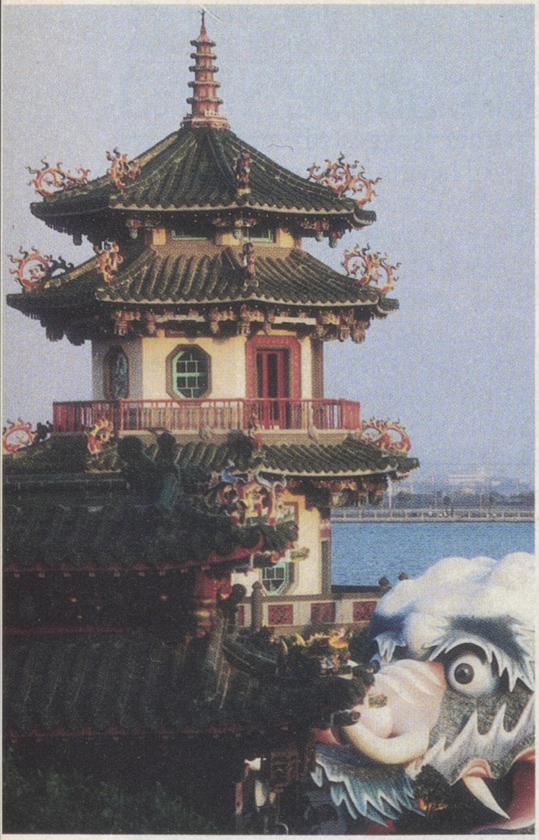


Teachers carefully examined the materials provided for them by the IBT.

In his concluding remarks, Human Services Director Boileau strongly encouraged the teachers not only to attend the Berkeley program themselves, but also to pass on the information about the program to other teachers and to encourage them to apply.

The deadline for returning applications to the IBT for the next summer session is April 15, 1988. All applications should be sent to the IBT Human Resources Department at International headquarters.

Building Bridges to Asi
Pays Goodwill Visit



(From left) Mr. Lu Kuo-hua, vice president, Chinese Federation of Labor; John Brown, legislative director, International Union of Operating Engineers, AFL-CIO; Mr. Chiu Ching-hwei, general secretary, Chinese Federation of Labor; and John Lu, office manager, IBT Asian/Pacific Branch Office.

The Chinese Federation of Labor (Republic of China—Taiwan) recently invited the International Brotherhood of Teamsters and representatives of other AFL-CIO affiliates to Taiwan for a goodwill visit and to exchange views and ideas on current labor issues.

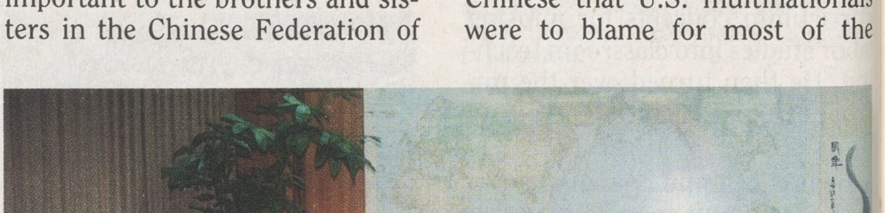
Included in the delegation were IBT Governmental Affairs Department Director Paul R. Locigno; Robert M. McGlotten, Director, AFL-CIO Department of Legislation, who headed the delegation; John J. Brown, Legislative Director, International Union of Operating Engineers; and Allyn L. Howe, Legislative Representative, American Federation of Goverment Employees.

It was particularly significant that this was the first time in the Republic of China's history that legislative experts from the AFL-CIO had paid an official visit. The delegates' agenda concentrated on trade issues and on increased cooperation and good will among unions internationally. Additionally, many VIPs from China's trade unions, major corporations, and the government met with members of the delegation.

During the one-week January visit, the AFL-CIO representatives also evaluated the Republic of China's new Labor Standards Law, which elevated the Labor Affairs Council from sub-agency level to the cabinet-level. The American labor perspective was especially important to the brothers and sisters in the Chinese Federation of Labor in their plans to improve working conditions, expand collective bargaining rights, and guarantee union members the right to strike.

Multinationals Faulted

During the intense, comprehensive discussions, it became clear to both the Americans and the Chinese that U.S. multinationals were to blame for most of the



The American delegation meets with officials at the headquarters of the Chinese Federation of Labor.

IBT/AFL Delegation Republic of China

serious trade problems that exist between the U.S. and the ROC as well as between the U.S. and other industrializing nations. Perhaps the most important thing to emerge from the discussions was the commitment on the part of both the hosts and the guests to bring their findings to the attention of their two governments.

The Americans and the Chinese concluded that reducing the U.S. trade deficit without placing curbs on multinationals would not necessarily yield more jobs or higher living standards in those industries most affected by rising imports or sagging exports. They concluded that the U.S. trade deficit could not be easily reduced on a bilateral, or even a limited, multinational basis.

The discussions also revealed that foreign and U.S. multinationals have proved time and time again that they can and will avoid trade restrictions by shifting production to unregulated countries. "Multinationals have to be reined in or regulated," the experts agreed. Both the delegates and the hosts plan to provide their respective governments in the immediate future with irrefutable evidence of this fact.

U.S. Chamber Targeted

Another enemy of organized labor recognized during the discussions was the U.S. Chamber of Commerce in the Republic of China. The Chamber has posed serious problems to the Chinese Federation of Labor and to unionized workers in the Republic of China.

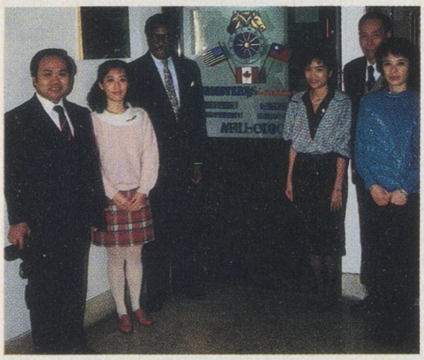
Being intimately familiar with the Chamber's record and methods, the AFL-CIO delegates announced that, "The U.S. Chamber of Commerce office in the Republic of China must obey local laws and regulations . . . the Chamber must reflect their opinions to or consult with the Chinese Federation of Labor, and must not violate the principles of protecting workers' rights."

Despite the long hours of in-depth discussions, the American delegates took time to pay homage to China's deceased head of state, the late President Chiang Ching-kuo. A wreath was presented at the late President's memorial on behalf of all organized labor in the United States and Canada. Such a formal gesture is traditional for nations' representatives, ambassadors, and heads of state, with the wreath-laying symbolizing increasing good will internationally among labor unions. Also taking a few hours to visit the Teamsters Asian-Pacific Branch Office, the AFL-CIO delegates brought the Teamsters' office staff up-to-date on the findings of the discussions.

A Better Understanding Between Countries

Upon his return to Teamster headquarters in Washington, D.C., Locigno commented, "This was one of the most productive and informative visits I have ever paid to the Republic of China. This visit has already brought a better understanding between the United States and the Republic of China. We also offered important advice to the Chinese Federation of Labor on solving a number of their long-time problems and on anticipating problems they will most likely be encountering during their transformation into an industrial giant. Our delegation's visit bodes well for increased cooperation among labor unions on a global scale."

The IBT/AFL-CIO delegation and Eugene Chien (far right) of the Legislative Yuan met with the director and the curator of the memorial to former President Chiang Kai-shek.



Staff members at the IBT Asian/Pacific office met with the American delegation. (From left): Office Manager Lu; Lily Liang; Robert McGlotten, director, AFL-CIO Department of Legislation; Melody Chen, Gordon Kao, and Pamela Hsieh.

Seattle Local Hosts Pilot Freight Program For Joint Council 28

Laying all the cards on the table can work wonders when adversaries sit down as equals, with a mutually beneficial objective in mind. Having the opportunity to do this within the routine constraints of labor/management dynamics seems to be a longtime problem, and one of the reasons that labor/management relations have been slow to evolve more harmoniously.

This problem is being successfully eliminated in the freight industry by a pacesetting program developed under the auspicies of the joint labor/management Committee on Industry Development.

The program provides union and management the wherewithal to solve day-to-day problems that fall outside the provisions of contracts. That the problem-solving mechanism will help keep companies healthy while at the same time help ensure job security for Teamster members is the ultimate objective of the program.

The Federal Mediation and Conciliation Service has endorsed the program and has granted $75,000 to help the Teamsters Union and management defray costs. Portions of the grant money will be used for each program scheduled.

The preliminary phases of the "Committee on Industry Development: Labor/Management Communications Program" (Article 20 of the National Master Freight Agreement) has been introduced all across the United States and program facilitators are poised to start up the very important terminal-level phase of its program on a nationwide basis.

IBT Education Department Assistant Director Sally Payne has been named Program Director for the communications part of the "Committee on Industry Development" and administrator of the grant.

Pictured left to right are: Bud Orange, assistant to the President of Trucking Management, Inc.; Jerry Lavell, secretary-treasurer, Local 741, Seattle, WA; and George Rohrer, freight director, Western Conference of Teamsters.

A pilot, terminal-level program for Seattle, Washington, took place on January 25–29, 1988, at the request of Teamster Local Union 741's principal officer, Secretary-Treasurer Jerry F. Lavell; Western Conference Freight Division Director George Rohrer; and four Trucking Management, Inc. (TMI0 freight companies. Lavell had been giving the merits of the program serious consideration for some time and had discussed his evaluation with Joint Council 28's president, International Vice President Arnie Weinmeister.

Weinmeister had examined the program outline, concluding that members in the Joint Council area could take advantage of what it had to offer. Therefore, he and Secretary-Treasurer Lavell decided that with the Joint Council as sponsor and the Local as host, a program of great value to the freight membership throughout the Joint Council area could be conducted. That decision proved to be insightful and wise.

Model Program Tested

Not only did the pilot program benefit the Joint Council's freight members, but it also helped fashion a model that can be taken all over the United States for all locals choosing to participate. Eighty people participated—40 Teamster stewards and business agents, and 40 terminal managers and supervisors from Consolidated Freight, Roadway, ABF (Arkansas Best Freight), and Sealand. The group first met in a "fishbowl" arrangement in one big group, which gave the union members the opportunity to voice everything they wanted to voice—honestly and candidly in an open communication exercise. Management then had its turn to be candid, while TNFINC and TMI facilitators served as coaches and ensured that the "fishbowl" environment remain as unprejudiced as possible.

After the "fishbowl," the participants broke up into smaller, equally mixed groups, each of which was delegated the task of solving one of the problems cited in the fishbowl arrangement.

Each group worked earnestly and successfully, and all of the groups came up with concrete, feasible solutions to problems that have in the past defied solution. After the solutions were agreed upon, the participants convened en masse and discussed how to implement at the terminal level the changes and solutions agreed upon by the small groups. Some of the most important solutions to be put into effect included: improved communications; periodic meetings between terminal-level management and employees; improved daily operations via joint suggestions; and fine-tuning of hiring policies.

Participants view a video explaining the Joint Labor/Management Communications Program.

Spirited Sessions, Unqualified Success

At Lavell's local, spirited sessions were held every day of the week, and each day was an "unqualified success," according to Education Department Director Art Kane. He also commented that "the reception both from Teamster members and company representatives was favorable, without exception." Kane anticipates that the feedback from all participants will be totally supportive and that the programs at the local level will be better structured and more consistent, thanks to the Seattle participants' enthusiasm and input.

The pilot program was a resounding success and set in motion ongoing programs to be conducted on a monthly basis. Lavell has the highest praises for the week-long exercise and stated, "All those who participated in the meetings arrived with apprehension and doubts, but they left with the belief that we're on the right track through these cooperative efforts to better this industry." Because the program is designed to generate follow-up meetings on a regular basis for each participating local union, the problem-solving mechanisms will become a permanent part of dynamics of labor/management relations.

Teamsters General President Jackie Presser commented some time ago when the Seattle program was first under consideration, "I feel that these programs will be of immense value to the membership and that they are a giant step in the right direction toward a better method of communication between labor and management."

According to Vice President Weinmeister, "The General President's forecast was right on target and the success of the program was exactly what General President Presser had in mind when he first planned such labor/management cooperation programs."

(From left:) Art Kane, Sally Payne and Jerry Lavell discuss the progress of the workshop sessions.

Teamster Leader Honored By Labor Israel—Histadrut

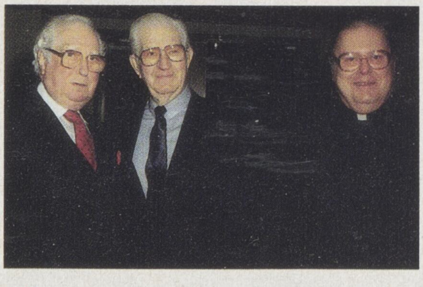
The National Committee for Labor Israel-Histadrut recently honored Howard G. Fortier, president of Teamsters Joint Council 32, at a testimonial dinner at the Radisson South Hotel in Bloomington, Minnesota, on January 13, which was attended by more than 1,000 guests.

This testimonial dinner was in honor of Fortier's many years of support of Histadrut. The Executive Vice President for the National Committee for Labor Israel-Histadrut, Eliezer Rafaeli, presented Histadrut's Menorah Award to the honoree.

It was a momentous occasion for Fortier, who expressed his deep gratitude at being chosen to receive the auspicious award. The proceeds from the program will help construct the Histadrut Teamsters' Senior Citizens Home in Haifa, Israel.

Among those sharing responsibility for the program's success were: Harold Yates, vice president of Teamsters Joint Council 32, Minneapolis, Minnesota; Jack Mogelson, president of Minnesota DRIVE; and Harry Sieber, attorney-at-law. Fortier thanked all for their combined efforts that contributed to the evening's success.

Many Teamster officials, political VIPs from the state of Minnesota, and guests attended the dinner. These included: Minnesota Governor Rudy Perpich; Senate Majority Leader Roger Moe and Representative Jim Rice; Teamsters Central Conference Director and International Vice President Robert Holmes; and Teamsters' retired General Secretary-Treasurer Ray Schoessling.



IBT International Vice President Robert Holmes (left), director of the Central Conference of Teamsters, is pictured with former IBT General Secretary-Treasurer Ray Schoessling (center), and Fr. Alan Moss, chaplain, Joint Council 32.

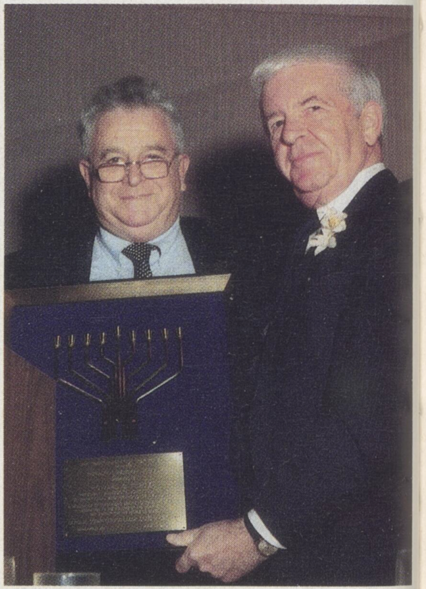
Governor Perpich praised Fortier for his strong union leadership, and commented on how honored he was to have Howard on the board of the Greater Minnesota Corporation. The Greater Minnesota Corporation is a community organization designed to improve the quality of life for the residents in the state. The Governor said, "Howard will play a key role in putting together public and private projects, and making them a success."

Fortier received laudatory and personalized messages from former Vice President Walter Mondale, and from U.S. Senators David Durenberger (R-MN) and Rudy Boschwitz (R-MN).

Central Conference Director and International Vice President Bobby Holmes congratulated Joint Council 32's leader on the hard work and dedication he has given to the National Committee for Labor Israel-Histadrut, and on his valiant Teamster leadership throughout the state of Minnesota.

"Howard is in the mold of those outstanding Minnesota Teamster leaders who have preceded him. What he does, he does very well, and that is representing and servicing the working people of today," Holmes stated.

Former General Secretary-Treasurer Ray Schoessling gave remarks at the dinner, commenting on Fortier's many contributions as a Teamster and as a public servant. "Beyond the many things he has done for this great city and state, I am proud of Howard's record as a representative of human beings," Schoessling proclaimed.



Joint Council 32 President Howard Fortier (left), received the prestigious Histadrut Menorah Award from Eliezer Rafaeli, executive vice president, National Committee for Labor Israel and chancellor, University of Haifa.

Schoessling concluded his remarks, saying, "Representing labor is not a job; it's a cause. We are born into this world to do what we can to make a decent living. Howard's job is to represent people to help them pull themselves up, to help them make that honorable living."

Jim Rice, Minnesota State Representative who has introduced a resolution into the Minnesota Legislature in honor of Fortier, perhaps said it best: "There's a great symbolism in the award being presented tonight, because Howard Fortier understands the dignity of labor. He also understands that we cannot be a great nation unless we have strong and free labor movement."

IBT Gets Unanimous Vote:

Teamsters Tally Perfect Score in Fort Worth

In what ranks among the greatest organizing victories in Teamster history, Teamsters Local 997 received all the votes cast in the January 14 National Labor Relations Board election held at the Keebler Salt-Snack Plant in Fort Worth, Texas. The official tally was 107 votes for the union and no votes against the union.

> *"People said it couldn't be done but we did it."*
> *—Joe Morgan, Jr.*

The tremendous victory reflected the cooperative and coordinated organizing efforts of Local 997, Fort Worth, and its Secretary-Treasurer Jerry Putnam, as well as the Southern Conference organizing team overseen by Joe Morgan, Jr.

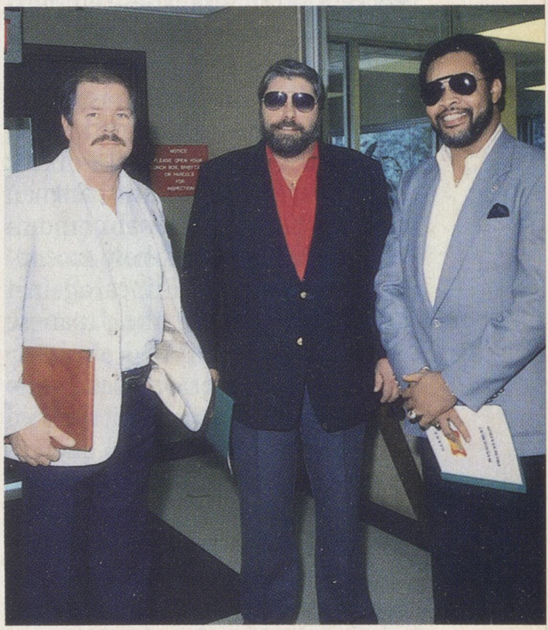
Secretary-Treasurer Putman was understandably elated by the results. "I want to thank everyone who contributed to this great victory," Putnam said. "Even though Keebler is a national employer with a decent overall record of labor relations, we didn't expect such an overwhelming vote."

Morgan joined in the celebration. "I want to congratulate Jerry Putnam and Local 997 for this fantastic win in a right-to-work state like Texas. People said it couldn't be done but we did it," Morgan said.

During the campaign, organizers leafleted the plant regularly, held frequent group meetings with employees, and went house-to-house to reach those they could not otherwise contact. Obviously, their efforts paid off and were hailed by Teamster officials around the country who couldn't remember the last time the union had won a unanimous vote of this kind.

Keebler
Company
Southwest Snack Plant

Some of the newly-signed Teamster members at the Keebler Company Southwest Snack Plant in Fort Worth, Texas, show their excitement over the decision to vote Teamster.



Local 997, Forth Worth, Texas, officers (left to right) Jerry Putnam, secretary-treasurer; Daulton L. Alexander, president; and Carl E. Warner, vice president, received a great deal of assistance from the Southern Conference of Teamsters in winning the unanimous election at Keebler.

Teamsters now represent the workers at both of Keebler's fried snack plants. The other one in Raleigh, North Carolina, is represented by Local 391, Kernersville, N.C.

Sweet Victory In Right-to-Work State

As Morgan pointed out, a victory like this in a right-to-work state bodes well for Teamster organizing campaigns in such states and should act as a powerful inducement to further efforts in the Dallas/Fort Worth area, particularly with regard to other snack food producers.

The NLRB has certified Local 997 to represent the group at Keebler for one year. As the *International Teamster* goes to press, the contract negotiations are already underway.

Anatomy of a Modern Day Labor Strike: Teamsters Achieve Successful Settlement

Seeking to test the general perception that Japanese employers have a special, caring relationship toward their employees, Anthony Rumore of Teamster Local 812, Scarsdale, New York, traveled across the country to talk directly to the Japanese chairman of a major multinational corporation. Rumore wanted help in ending a long strike by his local against a U.S. subsidiary of the Japanese conglomerate Suntory.

But George Harada, head man of the Suntory Corporation, spurned the union peace proposal and insisted any strike settlement would have to be on management's terms. When told by Rumore such intransigence would extend the strike—now in its fifth month—indefinitely, Harada said, "You will learn we Japanese are very patient people."

Such was the management tone and tenor during a lengthy, arduous and sometimes bloody strike between Soft Drink Workers Union, Local 812, and PepCom Industries of Long Island, a wholly-owned subsidiary of Suntory.

Local 812 won that strike. In fact, the strike was settled on Nov. 13, 1987, not on management terms, but on union terms—and only two weeks after Harada's disdainful declaration to the contrary.

How did Local 812 win? How did a small unit of workers take on a Goliath of a corporation and, like David in the biblical account, defeat him? Here's the story.

Local 812 had every right to believe that PepCom Industries of Long Island, a distributor of Pepsi Cola for the Long Island market, would agree to a new contract along the lines that had been worked out with other top soft drink distributors in the area. Negotiations with PepCom were proceeding normally. But, hours before contract expiration, the company adopted an untenable position. Faced with no alternative, 239 members of Local 812 walked off the job on June 11, 1987.

Corporate Giant Gets Tough; Union Mobilizes Its Forces

In the morning, a large squad of guards suddenly materialized at PepCom's three distribution plants. Scabs arrived to drive the trucks, along with armed protection. Additional scabs appeared to work inside the production plant. The company obviously was ready for a labor fight.

PepCom's surprise toughness, it turned out later, was prompted by the takeover of PepCom by Suntory. The corporate giant, determined to get rid of union workers, was setting a company hard line from behind the scenes.

Regardless, Local 812 shut off 95 percent of the Pepsi Cola flow into Long Island by setting up picket lines at the plants and by making use of its friendly relations with retail outlets. Local 812's 5,000 members, backed by more than 1,000 retirees, took part in the picket line duty at plants and in informational picket lines at key shopping centers.

Mobilizing the local's membership, as well as its retirees, in the strike was a key factor in helping to beat the corporate giant.

Despite the effective cut off of Pepsi Cola on Long Island, PepCom Industries still would not move from its position. In fact, at a meeting arranged by mediators, the company suddenly came up with a new condition for settlement that had not been part of its original proposal. Introducing new demands after a strike is called is viewed by most labor relations professionals as a dishonorable move. But, apparently PepCom and Suntory were not playing by the rules.

Recognizing that traditional union strike actions were not producing the desired results, Rumore met with the board members of Local 812 and the union attorney to come up with a new plan. "This was not your typical economic strike where one union goes head-to-head with an individual company," Rumore told the board members. "We cannot compete economically with a firm that is part of a worldwide conglomerate with unlimited funds and unmeasured time. We have to employ new, modern strike techniques."

The decision was made to go directly to the public and expose the anti-community, anti-labor and anti-American stand of PepCom and its parent company, Suntory. Local 812 retained the communications director of Teamster Local 237 in New York City to lay out a public relations and advertising campaign that would turn public opinion in favor of the workers.

Local 812 researched and discovered bothersome information about the backgrounds of the company's "hired hands." The information was given by the union to the local police and the media. The police, egged on by the newspaper and radio stories, acted swiftly against the company. Embarrassed by the reports, the company had to respond publicly to the combined activity of the union and police and to the frequent, unfavorable news accounts about the company.

The public was alerted as to how PepCom/Suntory were disturbing Long Island's suburban serenity by bringing in criminal elements to roam about the neighborhood. Through ads and news stories the public was told how a Japanese-owned company was tossing their American neighbors out of work for refusing to accept lower wages and working conditions which, would eventually lower Long Island's high living standards. A media campaign was launched to save the jobs of striking neighbors and, at the same time, preserve the suburban lifestyle.

Suntory included among its subsidiaries a soft-drink distributor in North Carolina and two Boston and Chicago restaurants. Local 812 sent pickets to all three locals. Ads were taken out in local newspapers stating that Suntroy was unfair to American workers.

The idea of the campaign was to get Suntory involved: Suntory was not going to be allowed to stay behind the scenes and manipulate the strings of this strike without taking some heat. Pickets were set up frequently at Suntory's New York City and Los Angeles offices to help maintain pressure.

Meanwhile, union attorney Sid Fox kept the legal heat up to near boil at all times. He filed assault cases. Stories appeared in major New York papers that showed Suntory was in violation of an international treaty; and that PepCom violated federal law. Fox also applied pressure on PepCom and Suntory by aggressively advancing the legal arguments of the union and its striking members.

The campaign, which went on unabated for several months, began to pay off. The company was weakening, but not quite enough. It was at that time that Rumore decided again to visit Harada, this time at Suntory's main headquarters in Los Angeles. Rumore was unaware of the degree to which his campaign was hurting Suntory, and didn't know how much embarrassment had been caused by the unfavorable publicity.

Joint Council 16, which had been monitoring the strike, also got involved. Council President and International First Vice President Joseph Trerotola summoned all parties to the labor dispute for a confrontation. Three days later, a settlement was reached.

When the smoke of the battle lifted, it was revealed the company had changed its mind about making wholesale changes in the contract. In fact, the final contract agreed to was as good as the best existing contract for any soft-drink worker in the New York metropolitan area.

Admittedly, the strike was costly for the union. Workers were off the job for 155 days and the local was out three quarters of a million of dollars. Substantial union funds went to pay strike expenses and to continue health and welfare benefit coverage for striking members for nearly six months.

But Local 812 proved an important fact: Some 239 striking Teamsters, together with their brothers and sisters in the local and retirees, stood eyeball-to-eyeball with a giant, multinational conglomerate, and the giant blinked.

Teamsters Ask Individual Consideration For Drivers with Diabetes

In a February submission to the Federal Highway Administration, Teamsters Safety and Health Director R.V. Durham urged the government agency to adopt a case-by-case approach in deciding whether insulin-using diabetics should be allowed to drive trucks.

Under current Department of Transportation (DOT) regulations, anyone who has to take insulin shots to control their diabetes is not allowed to drive a truck in interstate commerce.

In presenting the Teamsters' arguments, Durham aligned the Union with the American Diabetes Association. The Association has formally petitioned the Federal Highway Administration to drop its blanket prohibition, and consider each diabetic driver's case on its own merits.

Durham stated that "Many of our members—almost always experienced drivers with good records—have had their careers cut short because they developed diabetic conditions which required insulin for treatment." He assured the government that the Teamsters Union does not want drivers on the road if their medical condition poses a serious threat to themselves or to others. However, Durham emphasized that the Union had consulted the Teamster Medical Advisory Committee on this matter. Based on those discussions, "we are firmly convinced that the careers of many excellent drivers can be saved" by a carefully reasoned, case-by-case approach.

The present blanket disqualification is based on outdated science, Durham said. As the American Diabetes Association has pointed out, progress has been made since DOT last considered the diabetes rule. Today, insulin-treated diabetics can gain much better control of their disease.

The Teamsters' Safety and Health Director expressed concern that unrealistically high predictions of accidents could stifle any change in the DOT regulation. To counteract this, he submitted a separate set of comments prepared by the Union's Safety and Health Department to show why the accident risk would be much lower than DOT's preliminary "risk analysis" indicates.

The kind of rule changes that are being recommended by the Teamsters Union and by the American Diabetes Association is expected to be opposed by some business lobbyists. If a change does come, it is not likely to be for a year or two.

Unions in the Headlines

Organized labor in the United States has turned the tide back after five years of declining membership. Several reasons for the reversal is that the decline—a short-lived trend—resulted from the workforce shift from goods to the less-unionized service sector, high-level unemployment, rising imports, and changing technology from blue collar to white collar. Perhaps the underlying reason for the reversal of the so-called trend is that AFL-CIO unions have been busy, picking up steam, and making the headlines. Several cases in point follow. . . .

Veterans Status for Merchant Seamen . . . A national disgrace has been brought to an end as a result of a recent important legal victory of a number of maritime unions affiliated with the AFL-CIO. In a suit against the U.S. Department of Defense in July of 1986 by the AFL-CIO Ad-Hoc Maritime Committee, it has been decided that merchant marine service "was tantamount to military service." This decision represents a major victory for the Marine Engineeers (MEBA); National Maritime Union of America; the Seafarers; Radio Officers; and Masters, Mates, & Pilots, all of which have pursued the issue since 1979. Thanks to the perserverance of these AFL unions and their members, there is finally an official acknowledgement that the Allied war effort during World War II could not have succeeded without the many and great sacrifices of merchant seamen. An estimated 250,000 men served in the merchant marines in World War II. The casualty rate for these merchant seamen during the war was second only to that of the U.S. Marine Corps. A heartfelt Teamsters Union salute goes to the mariners unions for correcting a national disgrace and an unforgiveable injustice to America's civilian patriots.

Sheet Metal Workers Dedicate Unique Exhibit . . . The Sheet Metal Workers (SMWIA) celebrated their 100th anniversary by joining with industry officials in dedicating a striking architectural structure and historical sheet metal exhibition at the National Building Museum.

In dedicating the SMWIA-crafted exhibit exactly 100 years after the union was formed on January 25, 1988, union President Edward J. Carlough told the hundreds of well-wishers gathered inside the museum's Great Hall that the unique structure symbolized the union's innovative history.

The imposing sheet metal structure, rising 65 feet within the museum's Great Hall, was designed by contemporary architect Frank Gehry and built by volunteer sheet metal workers and union contractors working around the clock over a 28–day period.

Its dramatic geometric design incorporates exhibits of functional and decorative sheet metal artifacts as well as historical memorabilia. A demonstration area includes a working sheet metal shop. "Sheet Metal Craftsmanship: Progress in Building" will remain on exhibit through August.

St. Louis Unionists Say "No Show" in "Show-Me" State . . . Union members in St. Louis, Missouri, boycotted a movie about the life of rock and roll star Chuck Berry, "Chuck Berry: Hail! Hail! Rock 'n Roll," because he crossed the picket line of Treasurers and Ticket Sellers Local 774 at the Fox Theatre. The picket line was established when management of the theatre in St. Louis, Missouri, unilaterally began giving the union's work to non-union members at a lower wage. Support from the city's union members has been "fantastic", said Business Representative John McDonald of Local 774. McDonald said that management had to dole out free passes to entice anyone into the threatre. McDonald also offered heartfelt appreciation to the St. Louis Teamsters and Joint Council 13's principal officer, Bobby Sansone.

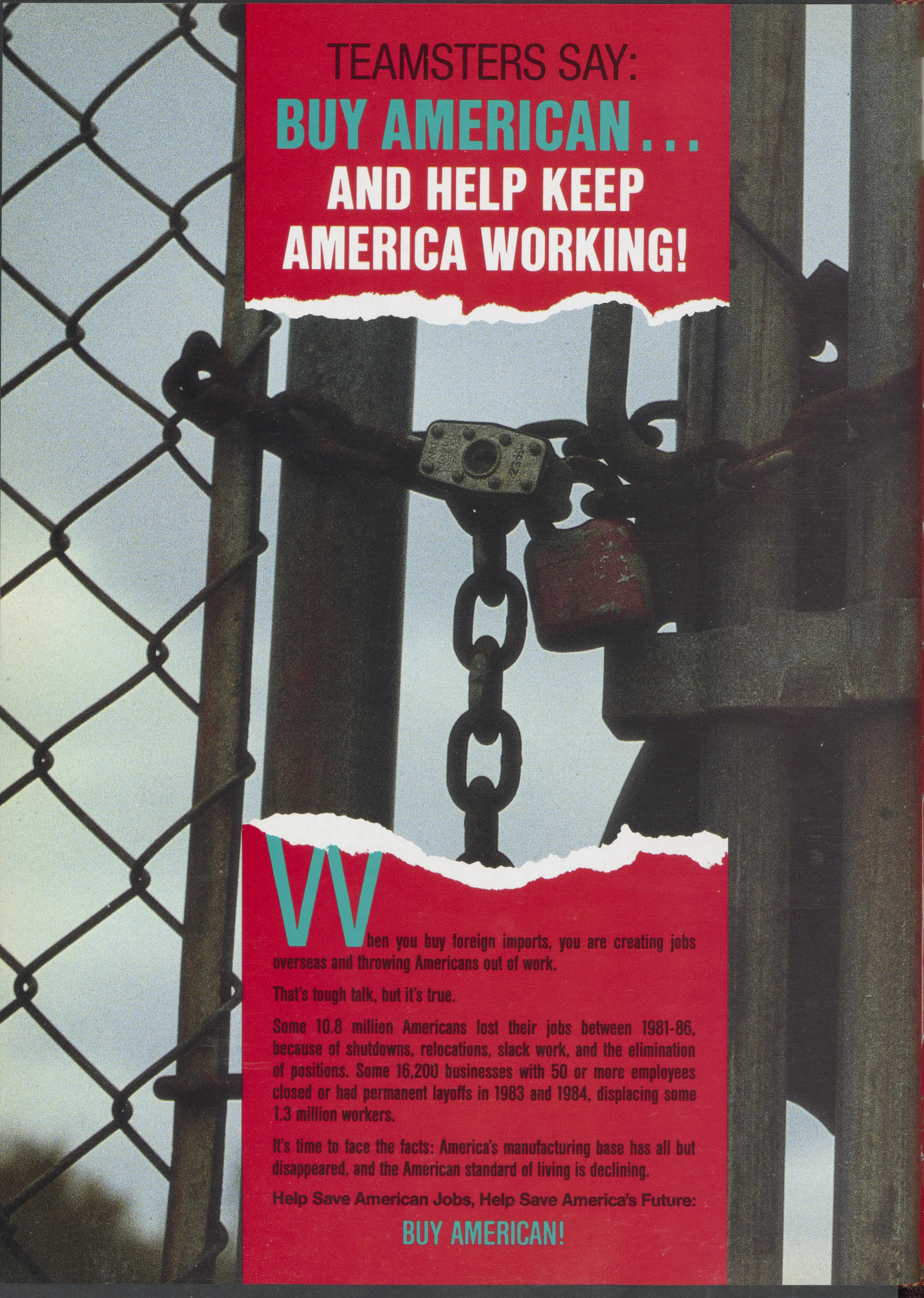
Barbara Mandrell, scheduled for a live performance, indicated she would honor the picket line, but later decided to cross. The Local reported that Julie Andrews also crossed their line; however, Joan Baez forfeited a $50,000 performance fee by refusing to cross the picket line.

Labor United to Challenge Chocolate Company . . . Rank-and-file members, international officers, and staff of 10 unions in Canada and the U.S., the Canadian Labour Congress (CLC), and AFL-CIO met January 21 and 22 at the Machinists building in Washington to map a common strategy around the Swiss-based Nestle company. Nestle—one of the largest food manufacturers in the world—produces in 58 countries, has a global work force of 162,000 and, in North America, has over 100 collective bargaining agreements. The Nestle Labor Conference resolved to protest the company's reorganization program called NOVA, which has excluded labor participation, and it adopted a joint labor approach. Nestle has expanded rapidly—for example, purchasing Carnation for $3 billion in 1985—and unions fear unnecessary job loss in the wake of reorganization.

NOW WE'RE TALKIN' UNION YES ☑

This is the year we'll be telling America what unions mean to the workplace, to families, and communities. "UNION YES" is the simple, powerful slogan of the AFL-CIO's $13 million advertising campaign on television and radio. "UNION YES" will make it clear that unions are attracting a new generation of workers. "UNION YES" will show how unions are vital to our society—by providing a voice on the job, and by addressing issues that are crucial to all Americans. This exciting campaign will be made even more powerful with your active, enthusiastic support. As an individual member, you can carry the message of "UNION YES" to friends and family, to other union members, to unorganized workers—even to the news media. America needs unions to get moving again. So let's talk up "UNION YES"—so that everyone will be able to get the message:

AMERICA WORKS BEST WHEN WE SAY, UNION YES ☑



TEAMSTERS SAY:

BUY AMERICAN…
AND HELP KEEP AMERICA WORKING!

When you buy foreign imports, you are creating jobs overseas and throwing Americans out of work.

That's tough talk, but it's true.

Some 10.8 million Americans lost their jobs between 1981-86, because of shutdowns, relocations, slack work, and the elimination of positions. Some 16,200 businesses with 50 or more employees closed or had permanent layoffs in 1983 and 1984, displacing some 1.3 million workers.

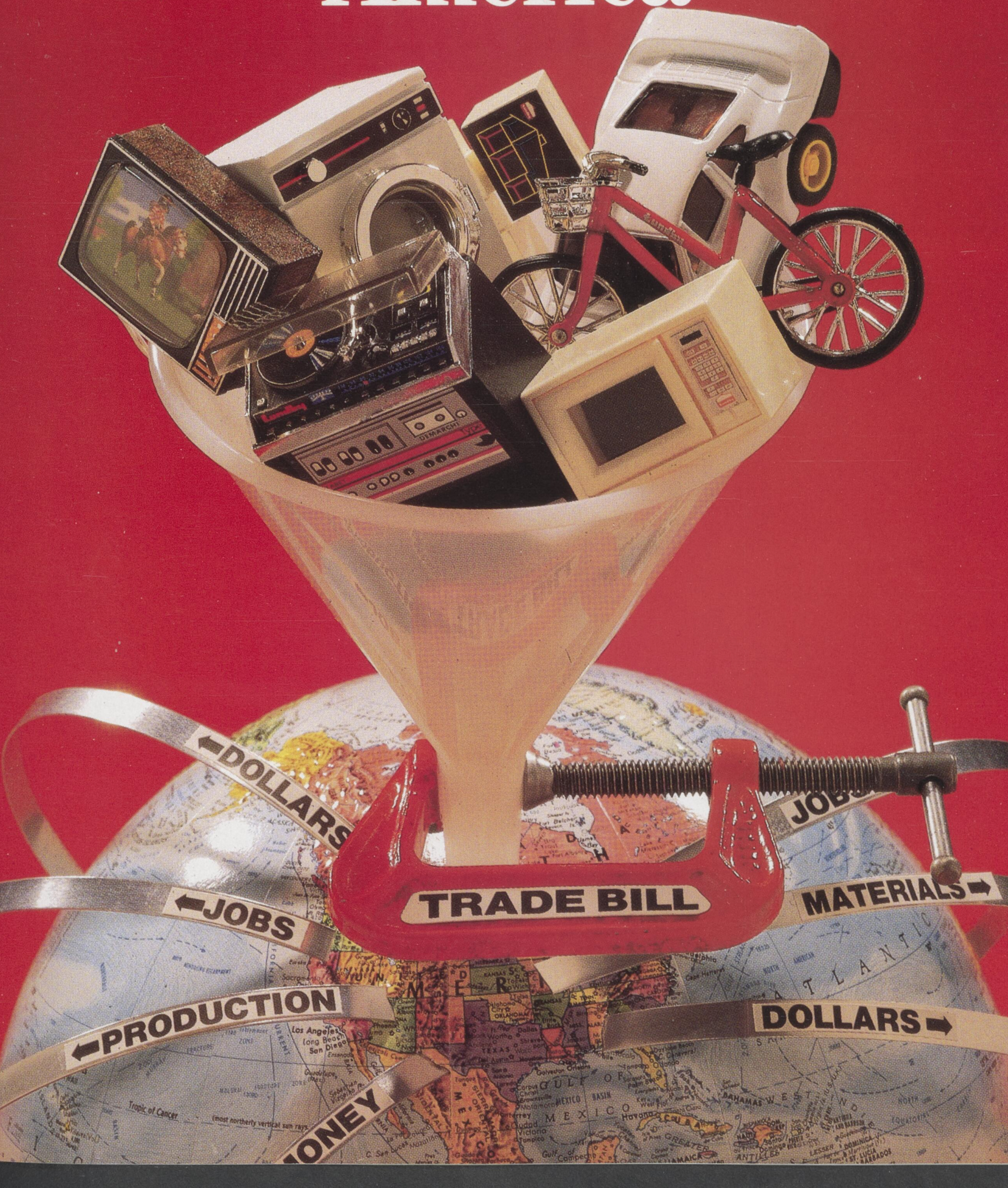
It's time to face the facts: America's manufacturing base has all but disappeared, and the American standard of living is declining.

Help Save American Jobs, Help Save America's Future:

BUY AMERICAN!

THE INTERNATIONAL **TEAMSTER** APRIL 1988

The Changing of America


DOLLARS
JOB
JOBS
TRADE BILL
MATERIALS
PRODUCTION
DOLLARS
ONEY

THE PRESIDENT'S MESSAGE

With Super Tuesday behind us, the 1988 Presidential campaign is in full swing. The field of candidates has been narrowed considerably and the American public is ready to pay full attention to the personalities, priorities and proposals of those who are still in the race.

Generalities about the social, economic, and international challenges that we in America must confront are insufficient. The voters are looking for specific principles, commitments, and ideas from the candidates seeking the highest office in the land.

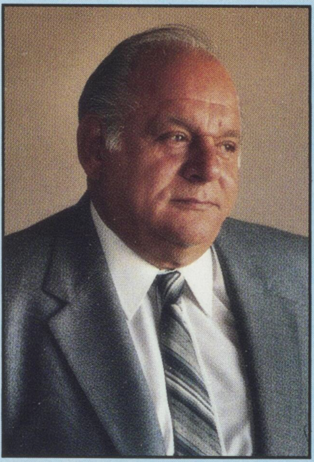
We want to know what their vision of America's future looks like. A historian once wrote that "all that is human must regress if it does not advance." A nation that has become complacent is a nation in decline, and the surest sign of such complacency is the willingness to relinquish control over its national destiny to others.

Unfortunately, there is considerable evidence that the United States is guilty of this fatal complacency.

Today, there are over $1 trillion worth of assets owned by foreign enterprises. In the last 10 years, it seems clear that we're willing to sell control of our economic destiny if the price is right. How else do we explain the fact that the astounding increase in foreign investment and the takeovers of U.S. companies have raised so little alarm and public debate?

How else can we explain the fact that we have fallen from the position of the world's number one creditor to its number one debtor in less than five years?

If we are once again to become masters of our fate we need, first, to understand how it is that we have arrived at our unpleasant state today. By the 1970s the American public and its elected officials had largely lost their fear of deficit spending. The result was the steady growth of public-sector borrowing throughout the 1970s, a growth which became explosive in the early 1980s. While government borrowing may appear painless, there are, in fact, severe consequences for interest rates, investment spending, and our international position.



Jackie Presser

When government borrows money, it issues bonds. Bond prices drop and interest rates increase as the government competes for the available supply of capital. Savings that finance government spending cannot be used to finance the construction of new factories or the modernization of a plant.

The U.S. government in the 1980s has been borrowing about $200 billion a year, which is about half of our total domestic savings. The result has been very high interest rates. Those high rates, produced by our deficit, attracted foreign money on an unprecedented scale. This additional source of funds has helped to finance our deficit and allowed us to continue our high level of consumption. It is estimated that foreigners now hold 10 percent of the $2.4 trillion federal debt as well as $160 billion in corporate bonds.

This inflow of foreign capital caused a dramatic rise in the international value of the dollar, which made imports cheaper and exports more expensive, blazing the path for the trade deficits of the 1980s.

There is no way around the truth: if the government borrows $100 billion from abroad, we will experience a trade deficit of around $100 billion. The federal budget deficit leads to borrowing from foreigners, which in turn leads to the trade deficit. Thus, it is not realistic to speak of these two deficits as two separate problems.

We are facing choices, none of which is without pain, but we need to get serious about efforts to deal with the budget deficit problem if we are to regain control of our economic destiny. Make no mistake about it—we are in a budget crisis which is more threatening to our national independence than was the energy crisis of the 1970s.

We must demand to know what specific steps the men running for president would advocate for dealing with this crisis. Reducing the deficit ourselves, or borrowing from others to cover it, both carry costs. It is crucial that these costs be distributed evenly and fairly. Only a fully informed and fully concerned American public can ensure that such fairness and equality will prevail. When we decline to take an active role in the political process, we do so at the greatest possible risk to ourselves. My message to Teamsters is simply this: get involved, get registered and vote.

Fraternally,

Jackie Presser

THE INTERNATIONAL
TEAMSTER
DEDICATED TO SERVICE

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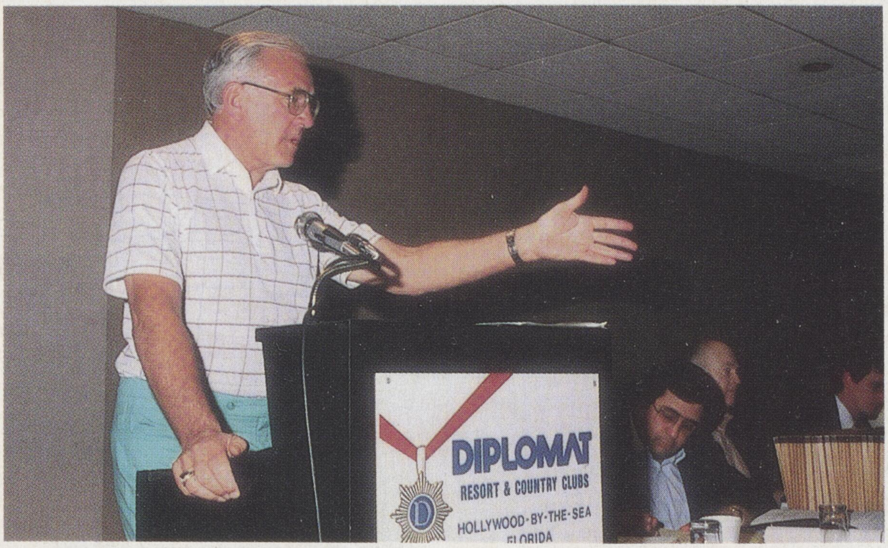
Negotiations Set to Begin on New National Carhaul Agreement



Vice President Walter Shea: cautioning union leaders and employers on threats to industry.

Teamsters in the automotive transporters industry are gearing up for the start of negotiations on a new three-year agreement, slated to begin April 25th in Baltimore, MD. The current national and supplemental agreements expire May 31st.

The union traded proposals with employers in February at the Diplomat Hotel in Hollywood, Florida, prior to National Grievance Committee proceedings there.

After exchanging proposals with chief employer negotiator Ian Hunter, IBT Vice President Walter Shea—who leads the national negotiating team for the Teamsters—briefly addressed the employers and the local union representatives attending the ceremony. He took the opportunity to warn the local union leaders and employers about recent trends in ship-to-rail cargo transportation, which appear to be a serious threat to the carhaul industry and its Teamster employees.

Shea's remarks focused on a new and highly efficient truck-rail terminal near the port of Long Beach, California, and he showed his audience a promotional video for the facility to help demonstrate its significance. The facility, which Shea said he had recently toured, has the capacity to handle several times the current total import volume of the Long Beach and Los Angeles ports combined. Its size and computerized management systems allow for the loading of several freight trains at the same time, with trailer-size shipping containers that are trucked from the port only four miles away and loaded directly onto railroad flatbeds.

Shea said that cargo, including autos imported from Pacific Rim countries like Japan, can then be shipped directly from the facility to numerous destinations across the country, as far away as the East Coast. He also said that the Long Beach facility has plans to extend its tracks to the Long Beach port itself, completely eliminating the need for trucking until the final rail-to-dealership leg.

"And this is only the beginning," Shea predicted. Similar facilities are being planned for northwest and eastern ports, he said.

FHWA Modifies Truck-Length Rules for Auto Transporters

The Federal Highway Administration (FHWA) has published some changes to its truck length regulations which affect automobile transporters. These changes took effect February 29, 1988.

In a move that had been supported by the Teamsters Union, FHWA ruled that states cannot put length limits of less than 75 feet overall on stinger-steered auto transporters. The Department of Transportation also provided a definition of stinger-steered automobile transporters.

For all other car hauling equipment, FHWA is maintaining the current 65-foot minimum.

FHWA is also keeping the same overhang limits: 3 feet in front, 4 feet in back. The Teamsters had opposed suggestions that would have increased the allowable overhang in front because this would have reduced the driver's field of vision.

FHWA also adopted a provision that specifically includes "low boy" semitrailers as specialized auto transport equipment subject to the 65-foot overall length if they are "designed and used specifically" for automobile transport.

Members Reminded to Vote on Contract:

Master Freight Negotiations Hit the Homestretch

Teamsters Freight Division Director Jack Yager (left), and Trucking Management, Inc. President Art Bunte discuss the progress of negotiations before a bargaining session.

Negotiations for the renewal of the National Master Freight Agreement are approaching their conclusion. Bargaining has been underway in Phoenix, Arizona, for a new three-year pact since February 2, 1988.

Teamster and company negotiators recently released joint statements reporting that progress is being made on a number of important issues. Negotiating sessions are scheduled to continue in Phoenix through some point in March and to conclude in Washington, D.C.

Contract Covers Some 200,000 Teamsters

The current contract, covering approximately 200,000 Teamster members employed in over-the-road, local cartage, office and garage occupations of the general freight hauling industry, is scheduled to expire on March 31, 1988.

Once it has reached an agreement on a new contract with the various employer groups bargaining for trucking management, the Teamsters National Freight Industry Negotiating Committee will proceed with the contract ratification process for national agreements that is outlined in the Teamster Constitution.

First, the Negotiating Committee will submit the tenative agreement to a goup of more than 550 Teamster officers (two from each local union representing freight industry members) to inform them of the specific changes contained in the proposed agreement so that they can report back to the freight membership at local union meetings.

Freight Locals Will Hold Meetings on Proposed Agreement

Upon receiving the endorsement of this important group of trucking industry veterans, Teamster locals with NMFA-covered members will hold meetings where they will invite the membership to discuss the terms of the proposed agreement. The Master Agreement and its Supplements will be sent to each freight member for his or her consideration. This ratification vote will be carried out in a secret, mail-ballot referendum.

General President Jackie Presser, National Freight Division Director Jack Yager, and the members of the National Freight Industry Negotiating Committee urge all Teamster freight members to carefully review any tenative agreement reached and to vote on the proposal according to what they feel is in their best interests.

Teamsters Challenge OSHA Safety Standards On Grain Elevators

On February 25, the Teamsters Union joined with six other labor organizations in asking the U.S. Court of Appeals for the District of Columbia Circuit to review OSHA's new safety standard for grain handling facilities. Teamster members work at more than 100 of these facilities across the U.S. (See story in the February issue of *The International Teamster* for more information on this new OSHA standard.)

The Teamsters have been involved in the struggle to get an effective OSHA grain elevator standard for over a decade. Much of the blame for the delay and watering-down of the new guidelines belongs to the Federal Office of Management and Budget (OMB).

The other labor organizations with which the Teamsters joined in bringing the court action are:

- Food and Allied Service Trades Department, AFL-CIO
- American Federation of Grain Millers
- United Food and Commercial Workers International Union
- Retail, Wholesale and Department Store Union
- United Transportation Union
- International Union of Allied Industrial Workers

Building Material and Construction Division/ Moving & Storage Reps Hold Annual Meeting

Marking its 25th anniversary, the IBT Building Material and Construction Trade Division held its annual meeting from February 29–March 4, 1988, in North Hollywood, Florida. In keeping with their tradition, IBT Household Goods, Moving and Storage representatives held their annual meeting in conjunction with the Construction Division's annual conference. From the moment that Teamsters International Vice President Joe Morgan, director of the Southern Conference of Teamsters, welcomed the hundreds of delegates to the Southern Conference area and Division Director Tom Kellerhuis, conference chairman, opened the conference to the moment the delegates adjourned, the importance of organizing was emphasized during every topic discussed.

In a brief rundown of the impact on organized labor of the IBT's reaffiliation with the AFL-CIO, Morgan commended the Division for its almost unbroken record of cooperation with affiliates and departments of the AFL.

This same record of cooperation was evidenced during remarks by delegates Bobby Sasso, president of Teamsters Local 282, in Elmont, New York, and Tony Cannestro, president and business manager of the host local, Local 769 in Miami, as well as secretary-treasurer of the Georgia/Florida Conference of Teamsters. Both Cannestro and Sasso presented evidence of Teamsters' cooperation and solidarity with the Operating Engineers' International Union, AFL-CIO.

Teamsters International Vice President Harold Friedman's remarks to the delegates were met with a great deal of enthusiasm and a strong sense of solidarity. Friedman praised the accomplishments and growth of the Building Material and Construction Trade Division and pinpointed that division's role in making the entire Teamsters Union the number one labor group in North America. Rousing the delegates, Friedman delivered remarks with an impassioned appeal for Teamster solidarity.

Following Vice President Friedman, International Vice President Ed Lawson, director of the Canadian Conference of Teamsters, gave an in-depth analysis of the free trade pact between the United States and Canada.

Guest Speakers Address Industry Concerns

Conference Chairman Kellerhuis introduced a host of speakers. Several speakers were members of the Building Material and Construction Division and a number were Household Goods, Moving and Storage representatives, and there were several from management in the construction industry as well as from some pro-labor interest groups.

Charles "Chuckie" O'Brien, chairman of the Southern Conference Construction Division, brought the delegates up-to-date on the status of Tarmac, PLC, a notorious anti-union, foreign-owned British construction outfit that has left a path of destruction to American workers. Eddie Kantzler, director of the Central Conference of Teamsters' Construction Division, and International Representative Gary D. Dixon, director of the Western Conference Construction Division, both addressed the delegates, updating them on the growing menace of multinationals and on their success in solving jurisdictional problems on an ad hoc basis.

There was a particularly poignant moment for the delegates and visitors during the annual meeting. That moment came when Teamster veteran Roy Alston, Eastern Conference Representative, announced to his brothers and sisters his retirement after decades of devotion to the Divison and to all members of the Eastern Conference. A plaque was presented to Alston, but the delegates recognized his retirement as the loss of a trusted ally and recognized expert in the trade movement. Teamsters General Secretary-Treasurer Weldon Mathis expressed the same sentiments in a letter to Alston, read to the delegates by Kellerhuis.

Division Director Tom Kellerhuis.

Meetings Focus on Labor Law, DRIVE

At their annual meeting in North Hollywood, the construction and moving and storage delegates also heard from two highly regarded experts in Davis-Bacon Act compliance, labor law, jurisdicitional regulations, and Taft-Hartley's application to construction locals. Updating the delegates about labor law during the conference were attorneys Gerry Miller, of Previant, Goldberg and Uelmen, (Milwaukee, Wisconsin), and Mike O'Hara, of the Illinois Conference of Teamsters and IBT Joint Council 65. Their remarks shed light on a number of important issues.

President Robert J. Holton, of

the Operative Plasters' and Cement Masons' International Association, U.S. and Canada, AFL-CIO, brought greetings from that union's membership and expressed his International's optimism over the IBT's reaffiliation with the AFL-CIO. Holton also commended the Teamsters' DRIVE program and stressed to the delegates the importance of ensuring that all members be registered to vote. Voter registration, political action, and DRIVE, in addition to organizing, are at the top of the Construction Division's agenda for the future. Discussions of political action and organizing naturally turned the delegates' attention to the relevance of political action to safety and health, a constant and paramount concern in the building material and construction industry.

Safety and Health Drug Testing Highlighted

Safety and health issues were then highlighted by Vernon McDougall, representative of the IBT Department of Safety and Health. Drug-testing programs and proposals, and all the technical and medical considerations surrounding drug testing, were clarified by McDougall. The bottom line of the issue was, according to the safety and health expert, that "any drug-testing program is a mandatory subject for collective bargaining and cannot be implemented unless it has been negotiated."

Drug testing has been less of an issue in Canada, but almost all other concerns of Teamsters in the building and construction industry are shared almost equally by Canadian Teamsters. To provide the Canadian experience and perspective about the industry were Ron Douglas, Ph.D., research director of the Canadian Conference; Al Marinelli, co-director of the Construction Division in the Canadian East; Larry McDonald, co-director for Canada's West; and Guy Dumoulin, executive secretary, Building and Construction Trades Department, AFL-CIO in Ottawa, Ontario.

These Canadian Teamster and AFL leaders discussed construction activity on a province by province basis, emphasizing that only in the southern portion of central Canada, were conditions good, and that the rest of the vast nation was either in somewhat of a recession or contracting out work increasingly to nonunion outfits.

There was, however, good news from Teamsters Local 213 in Vancouver, British Columbia. Don McGill, president of the local and Ed MacIntosh, secretary-treasurer brought to the conference a videotape describing the largest convoy in the history of British Columbia, which enabled the Local to pressure employers to consider markedly improved wages and benefits for all construction drivers and operators.

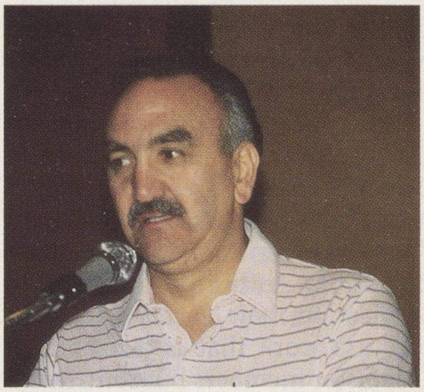
Additionally, Marinelli detailed how Canadian unionists had successfully demonstrated against the anti-union Hyundai Corporation and pressured the corporate giant into considering a nationwide agreement with its employees.

The good news from Canada was particularly well-received by the delegates, inasmuch as the entire Division plans to reach new horizons in the immediate future in organizing, in negotiating, and in representing its members.

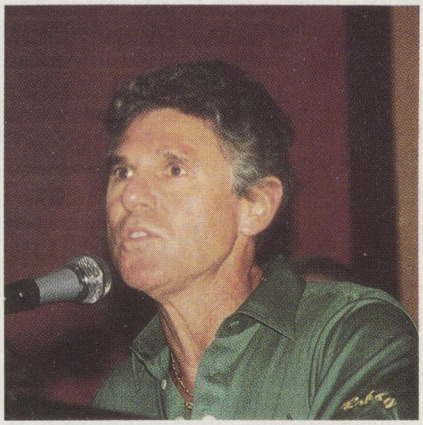
Forging new, modernized, and cooperative relationships with employers, other unions, labor advocates, and management will be a part of the Division's strategy for growth. There was evidence of this strategy during the conference, in that a number of officials from other associations and groups addressed the delegates.

For example, a longtime Teamster ally, Terry Bumpers, director of the National Joint Heavy and Highway Construction Committee, addressed the delegates, enlightening them on the Davis-Bacon Coordinating Group's activities and how the group intends to address problems in the construction industry.

Building Material and Construction Trade Division Director Tom Kellerhuis (right), presents a plaque to retiring Roy Alston recognizing his decades of service.



Eastern Conference Representative Richard Peluso.



International Representative Robert Sansone.

Bringing to the delegates an expertise highly regarded in the industry was Tom Owens, administrator of the General President's Committee, Building and Construction Trades Department, AFL-CIO. Owens minced no words about problems for construction locals, but with every problem cited, he offered solutions and called orga-

Building Material and Construction Meeting

(Continued from Page 5)

More than 150 attended the IBT's Building Material and Construction Trade Division meeting held in North Hollywood, Florida.

nizing the "bottom line for reversing most of the negative trends in the industry."

Pat DiJames, administrator of the Tennessee Valley Trades and Labor Council, presented an informative rundown of activities of Teamster members at the Tennessee Valley Authority's operations. Advice on how locals can help capture work that is available to Teamster members but sometimes goes to other workers came from Hailey Roberts, managing director of the Pipe Line Contractors Association in Dallas, Texas. Roberts also advised on fringe benefits contributions and how to ensure high levels of funding for pension plans.

Another non-Teamster in attendance with a remarkable understanding of the concerns of Teamster construction members was William Bell, senior vice president of Bechtel Construction, Inc., in San Francisco, California. The Bechtel executive praised the reaffiliation of the Teamsters Union with the AFL-CIO, and defended the IBT's "Buy American" campaign, stressing the "urgency of supporting U.S. industry and protecting U.S. jobs." Greetings and brief remarks were also delivered by Robert McCormick, president of the National Constructors Association in Washington, D.C.

The National Maintenance Agreements Policy Committee, Inc. also honored the Division by delegating its Director of Labor Relations and Safety, Bill Charron, to address the Teasmter delegates. Charron discussed the creation of more jobs for Teamster members via expansion into more industries, and how the Policy Committee had succeeded in providing many work opportunities in the building trades.

It was with a great deal of enthusiasm that the delegates welcomed Robert Georgine, president of the Building and Construction Trades Department of the AFL-CIO to their annual conference. Georgine has been associated with various Teamster leaders over the years and stated, "The Teamsters' reaffiliation back into the AFL-CIO was the best thing that's happened for working people in my lifetime."

Georgine appealed for intensified political action on the part of the Teamsters Union and by all organized labor, commenting that labor most keep the offensive it now has in the U.S. Congress. Along with Georgine, Leo Zeferetti, Legislative Director of Building Trades, AFL-CIO, spoke to the delegates and delivered a comprehensive update of labor's legislative priorities.

Another offensive dediced upon at the conference was a major organizing campaign to be conducted by Household Goods, Moving and Storage locals. Targeted will be owner-operators, in addition to the national carriers, according to Richard Peluso, representative from the Eastern Conference of Teamsters, and George Chambers, representative of Joint Council 42 in Los Angeles, both of whom co-moderated the Moving and Storage representatives' separate deliberations. And the urgency of organizing became the consensus for the Moving and Storage Teamsters. They departed the conference with their goals set to exploit the almost unparalleled growth potential for moving and storage local unions.

It was truly the case that the Construction Division's annual conference generated a meeting of the minds, with representatives from virtually every field with a vested interest in the industry and in Teamster members employed in that industry and in moving and storage. There was discussion of virtually every topic relevent to members in the Division, enabling the delegates to provide their locals and members with the insight, technical expertise, and solidarity to ensure the prosperity and security of Teamster Building Material and Construction members—a sure recipe for success of the Division. As the delegates prepared to return to their locals, Kellerhuis reminded them that "the key to success and growth of their local unions was organizing."

Bob Georgine, president, Building and Construction Trades Department, AFL-CIO, spoke at the meeting.

Teamster Lobbying Effort Scores Success: Senate Severely Limits Lie Detector Usage

In a significant lobbying victory for the Teamsters Union, the U.S. Senate on March 3rd passed, by a vote of 69–23, the Employee Polygraph Protection Act of 1987 (S.1904).

This legislation, which had earned the critical bipartisan support of the Senate Committee on Labor and Human Resources, is a major step forward in the protection of private sector employees from abuses associated with lie detector machines.

The bill, introduced in the Senate by Senators Edward Kennedy (D-MA) and Orrin Hatch (R-UT), bans any use of pre-employment polygraph testing and prohibits post-employment "voluntary testing" of employees—a tool used by employers to effectively coerce workers into submitting to lie detector tests, a practice often in violation of a collective bargaining agreement or state law.

The Teamster lobbying effort was bolstered by a mailgram sent to all Senators by General President Jackie Presser, urging support for the legislation. "The International Brotherhood of Teamsters has long been a leader in opposition to the use of polygraphs," Presser wrote. "A number of the progressive companies that we have negotiated collective bargaining agreements with have banned the use of polygraphs as a condition of employment.

"This legislation," the Teamster leader emphasized, "adds to these basic collective bargaining agreements by eliminating the use of polygraphs when an individual is not yet a member of the collective bargaining agreement."

The bill does preserve the employer's right to investigate specific losses under limited circumstances and provides for employee safeguards under well-defined testing procedures.

"We urge you," Jackie said in his mailgram to members of the Senate, "to reject any weakening amendments . . . and we hope you will join in this bipartisan approach in protecting workers from the abuses of these unscientific machines."

During consideration of the bill, the Senate rejected a number of proposals, including one which would have permitted "voluntary testing" in certain industries. The amendment to allow such voluntary testing was rejected by a vote of 56–38.

In addition, the Senate also rejected an amendment offered by Senator Phil Gramm (R-TX), which would have exempted common carriers from provisions of the bill. Had Gramm's proposal carried, trucking companies, airlines, and water transportation carriers would have been exempted from the ban on polygraph testing. The amendment was rejected 55–37.

The Senate bill now goes to conference where it must be reconciled with a much tougher House version, passed in November, which provides for a total ban on polygraph testing by all private employers.

The IBT Legislative Department is actively working with conferees from the House and Senate Labor Committees to fashion a bill that will emerge from Conference which will protect the rights of Teamster members and be acceptable for signing by the President.

In the weeks ahead, Congress will turn its attention to the passage of the Minimum Wage and the Occupational Disease Notification bills.

China Labor Representatives Visit IBT

During a trip to Washington, D.C., Mr. Yeou-chi Lee (center), and Ms. Der Mei Wu (left), both legislators for the legislative Yuan of Republic of China visited the IBT's headquarters and met with IBT Governmental Affairs Director Paul Locigno to discuss labor issues. Accompanying them was Mr. Fusen Hu, labor counselor, Coordination Council for North American Affairs, Republic of China.

Brewery and Soft Drink Conference Strikes Back at Union-Busters

As follow-up to a recent two-day seminar in Scottsdale, Arizona, on how to pursue the war against professional union-busters in the unionized beverage industry, the Teamsters Brewery and Soft Drink Workers Conference has embarked on a full-scale, combat-ready program nationwide.

A key element in the program is to make absolutely certain that every employer, including the West Coast Industrial Relations Association (WCIRA), a notorious union-busting firm, is aware that they will be dealing with more than just single local unions on a one-on-one basis. The very appearance of the WCIRA, or one of its several off-shoot union-busting firms, with an employer of Teamster members will ensure that the entire Teamster organization, including Joint Council and Area Conference representatives, will be sitting at the bargaining table in support of the local union.

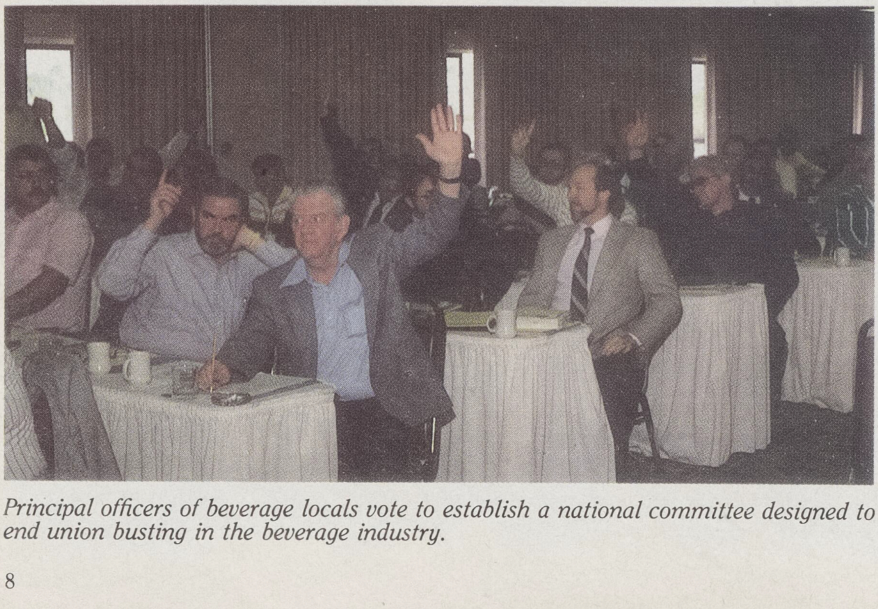
EMBASSY SUITES HOTEL SCOTTSDALE

Pictured (left to right) are: IBT Organizing Director Vicki Saporta, Brewery and Soft Drink Workers Conference Director Charles Klare, General Secretary-Treasurer Weldon L. Mathis, International Representative John Hoh, and International Vice President Ed Lawson.

Plan of Action Developed

In January in Scottsdale, Teamster leaders from almost all IBT beer distribution and soft drink local unions met to develop the national program to combat the increasing activities of union-busting consultants. The union-busters have been wreaking havoc on a number of Teamster local unions. The action plan decided upon at that meeting is what is currently being implemented all across the United States.

The program was submitted to Teamsters General President Jackie Presser and the General Executive Board for fine-tuning and approval. After examination of the program, the GEB suggested that the IBT Legal Department lend its support to locals on a case-by-case basis, whenever locals find themselves up against the union-busters. Legal support, in conjunction with the program developed in Scottsdale, would soon help sound the death knell to such union-busting activities.



Principal officers of beverage locals vote to establish a national committee designed to end union busting in the beverage industry.

The IBT's Counterattack

Charles Klare, director of the Brewery and Soft Drink Workers Conference, commented recently, "The early success of the union-busters was the result of the complete unpreparedness on the part of the victimized local unions. The union busters' assaults were akin to a blitzkrieg in their suddenness and relentlessness."

Teamster locals were caught totally by surprise, Klare explained, and were unable to meet the sophisticated union-busting tactics of the professional consultants. As a result, quite a few employers, after many years of working cooperatively with Teamsters, were able to decertify local unions.

However, from now on, any local

that is advised by management that one of these union-busting consultants will be its representative at the bargaining table will now be able to confront the opposition more effectively because they will be accompanied by representatives of a Teamster Joint Council, the Brewery and Soft Drink Workers Conference, and by representatives of the International Union's Legal Department.

Another recent IBT decision made at the International level will also help to beat back any would-be union busters, and the decision is already being put into effect. On instruction of General President Jackie Presser, a national committee is being formed to design programs that will help end professional union-busting in beverage industries. The committee will be chaired by Charles Klare and will include a representative designated by the director of each Teamster Area Conference.

International Vice President Joseph Trerotola, director of the Eastern Conference, has designated International Representative Mike J. Markowitz to serve on the committee. Bruno Myszkowski, Central Conference Trade Division Director, has been appointed by International Vice President and Central Conference Director Robert Holmes, and Sydney Chism, president and business agent of Local 1196, Memphis, TN, has been named by International Vice President and Southern Conference Director Joe Morgan to join the national committee.

Representing the Western Conference will be Ralph Torrisi, secretary-treasurer and business manager of Local 296, San Jose, CA. Torrisi was chosen for the committee by International Vice President and Western Conference Director Arnie Weinmeister.

Anheuser-Busch Plant Votes IBT

Workers at the newly-constructed Anheuser-Busch, Inc. Brewery in Fort Collins, Colorado, recently voted to become Teamster members. An overwhelming majority of the employees chose representation by the Teamsters Union and a recognition agreement has been signed by the company and the Teamsters Brewery and Soft Drink Workers Conference.

The decision to go Teamster at the Fort Collins plant, the world's largest brewery, brings the twelfth Anheuser-Busch-owned facility under Teamster representation. The contract signed in Fort Collins, which took effect February 22, immediately covers the new workers under the Teamster/Anheuser-Busch National Master Agreement. Overnight, the Fort Collins plant workers became heirs to the benefits accrued over 15 years of bargaining.

The contract immediately covers the 219 production and maintenance workers currently at the plant and will, in turn, include approximately 300 additional workers scheduled for hire in the coming year.

Under the terms of this contract, employees will immediately receive a $1.00-an-hour increase in wage rates from the existing non-union starting rate. As a result of the new contract, these employees will be the highest paid production workers in the state of Colorado.

"The Teamster victory at the Fort Collins Busch plant has great significance because of its potential in the organizing campaign currently underway by the Teamsters at the giant Coors Brewing Company which is less than 70 miles from Fort Collins," stated Charles Klare, director of the IBT Brewery and Soft Drink Workers Conference. Coors employees cannot help but note that the average hourly rate at Coors will be more than $4-an-hour lower than the newly-organized Teamster/Anheuser-Busch brewery.

The Teamsters' General Executive Board approved a new charter—Local 267. The new local may be starting out small, but it includes substantial territorial jurisdiction, in an area continually growing in plant expansion, which will provide plenty of opportunities to organize new members.

The organizing campaign at Anheuser-Busch was a joint effort of the Brewery and Soft Drink Workers Conference and Joint Council 3 in Denver to which the new local will be affiliated.

Employees at the Anheuser-Busch Brewery in Fort Collins, Colorado, jubilantly cheer their decision to become Teamsters. (Photo by Kent Meireis, The Coloradoan.)

Losing Control Of Our Economic Destiny

Americans are losing control of their economic destiny. The reasons are clear: we have the largest debt to foreigners of any country in the world and our trade deficits have been the highest ever known.

By failing to address these debts and deficits, our government is making us vulnerable to long-term difficulties that are far worse than any hardships we face today.

Unchecked, they will lead to lower living standards for all working Americans and their families, problems that will be especially severe for future generations.

Our government's failed policies are also ushering in an era when the direction and health of the American economy is decided less by our own hard work and initiative, and more by the decisions and actions of foreigners.

Much has been written about our country's trade problems. Most Americans understand the direct connection between trade deficits and unemployment. We will lose another two million jobs this year as our trade imbalance once again hits $150 billion. However, less attention has been paid to our country's growing financial crisis.

Everyone is familiar with the old adage: "A fool and his money are soon parted." No one wants to be thought of as a fool, but the fact remains that America is parting with enormous amounts of cash and is running up tremendous debts to foreigners. Have we been foolish?

I.O.U. $1 Trillion

As recently as 1983, America was a creditor nation. In that year, according to *BusinessWeek*, foreigners owed us $100 billion more than we owed them. The situation quickly reversed itself. By 1985, we were in hock to foreigners for $112 billion and the tab was escalating. It is currently around $500 billion.

Sometime in the early 1990s, we will owe foreigners $1 trillion. That's $1,000,000,000,000! The dimensions of a debt that large are literally astronomical. Consider this often-used measuring stick: if one trillion dollar bills were placed end to end, they would reach 41 million miles, or just about the distance from the U.S. Treasury Department to the planet Mars.

We will lose another two million jobs this year as our trade imbalance once again hits $150 billion.

The interest and fees on a debt that size, without paying off any of the principal, will cost Americans $50 billion per year. Even for a country as wealthy as the United States, debts of this magnitude represent a significant drain on our ability to maintain living standards.

Three Pigs in a Poke

How did we get into so much debt? Basically, three important factors were at work: the federal government spent more than it collected; corporations borrowed heavily to finance strategies involving the corporate takeover craze; and consumers made more purchases on credit.

With the three major economic actors all dipping into the well at the same time, total debt hit $7 trillion in 1986. Not surprisingly, domestic credit dried up, and America was forced to look overseas in order to satisfy its growing appetite for spending.

The federal government is a major contributor to our national credit problem. Year after year, the government spends much more than it collects. As a result, our nation's federal budget deficit is running rampant. In more than 200 years of government operation, the United States tallied $645 billion in federal debt by 1979. Deficit spending has exploded since that time. The public debt now stands at $2.5 trillion.

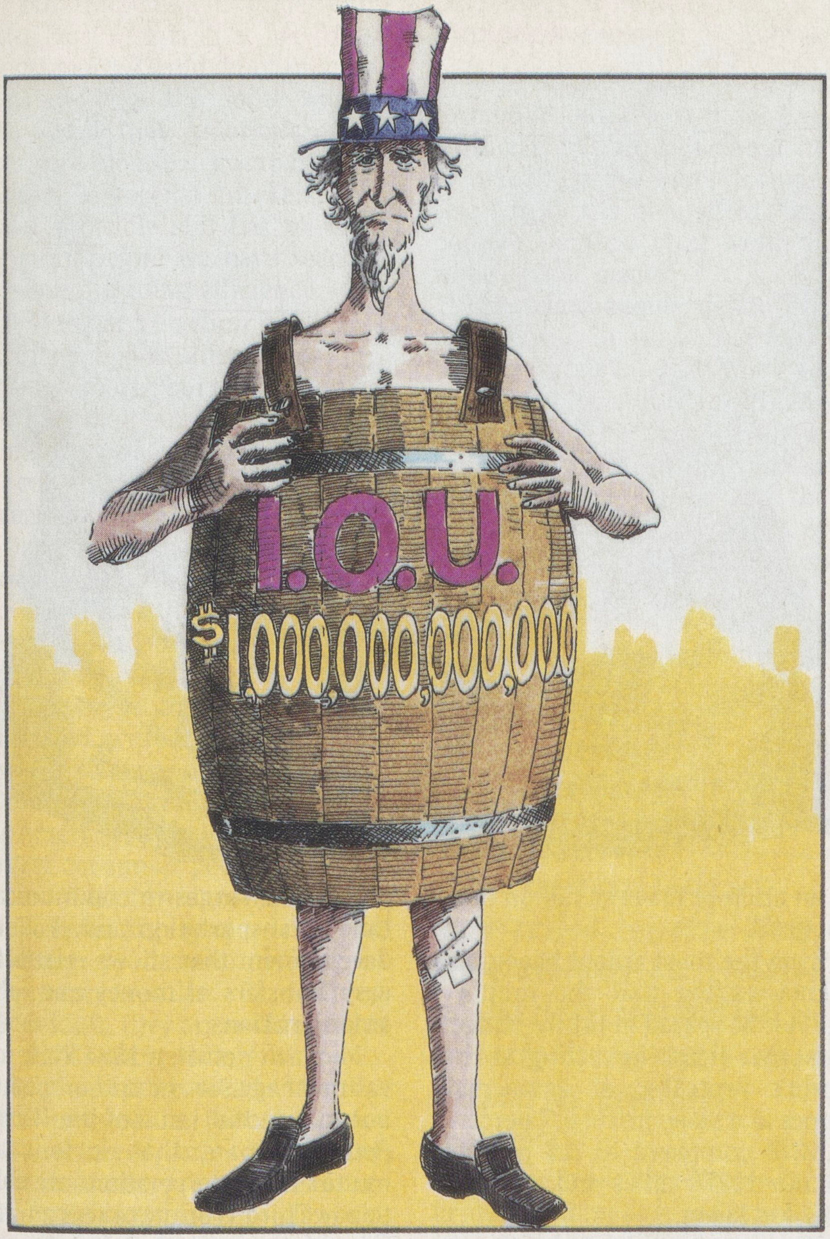
The recent rapid growth of the public debt is essentially a product of tax cuts, the military buildup, and rising interest payments on the debt itself. Ironically, while Congress and the President scramble to bring spending under control, payment of interest on the debt is their worst enemy because it is the fastest growing category of spending in the federal budget.

We will spend 20 percent of the federal budget this year making interest payments on the debt. Every man, woman and child in the United States will pay the equivalent of $646 in the effort. Meanwhile, the principal (the main body of the debt) continues to grow.

Corporate debt has also grown dramatically in recent years. Once considered a healthy by-product of a growing economy (unlike consumer and government debt), corporate debt represented investment in plants, equipment, technology and jobs—all expenditures that would help business to be more productive.

Despite America's strong pro-business climate, investment in productive capacity has been relatively flat.

If corporations were not beefing



up their investments in productive capacity, then why did their borrowing grow to the point that their debt became larger than their worth? The answer is fairly simple: the debt financed corporate activities associated with merger mania.

Workers inevitably became the biggest losers in this scenario because companies are cutting employment and wages in order to meet their growing debt obligations. American firms may be cutting their operating expenses, but on the whole their actions are not leading to a healthier economy.

Consumer debt is another serious and growing financial problem. According to Data Resources, Inc., an economic consulting firm, households ignored low income growth in 1987 and increased their spending nearly three times as fast as their incomes grew. While the situation has changed significantly in the last several months, the fact remains that Americans are spending more and saving less than the Europeans and the Japanese. As a result, consumer debt is quickly mounting.

Prior to the stock market crash of 1929 when the United States was enjoying the prosperity of the era known as the "Roaring '20s," Will Rogers said, "We'll show the world we're prosperous, even if we have to go broke to do it."

When nations accumulate the proportion of debt that the United States has been running up, they generally do so to finance wartime production. We have been doing it to drive Japenese cars and listen to Korean stereo equipment.

The problem is, of course, that we cannot go on borrowing from foreigners indefinitely. At some point, foreign creditors will come to regard us as a growing credit risk and will demand higher interest payments in return for lending us their money. To a large extent, this is already happening.

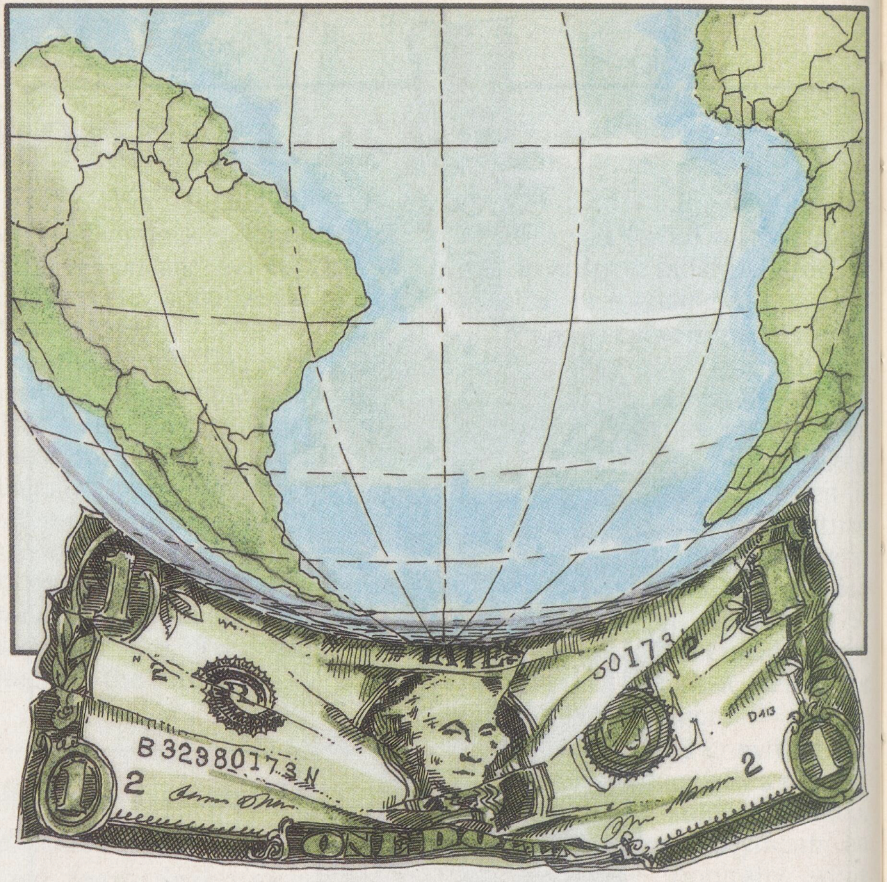
Brother Can You Spare a Dime?

When the United States runs budget deficits it must sell Treasury bonds in order to finance government operations—keeping a military, building roads, providing welfare payments, etc. Investors make a profit on these bonds because the government pays them interest on the value of their holdings. The bond market is always open to foreign investors, but when domestic credit dries up the government is forced to rely on foreigners to make up the shortfall.

This relationship entails its own set of problems. For instance, when foreign investors saw their profits being eaten away as the value of the dollar started tumbling against the world's currencies last year, the United States was forced to push up interest rates in order to attract more lenders.

But even the higher interest rates, reflected in higher bond dividends, were not enough to keep many foreigners in the bond market. Individual investors began snubbing government bonds in favor of the strong American stock market. The result was a near financial calamity.

Because of its lack of investment appeal, the dollar began tumbling



even further. This forced the central banks of foreign governments, which are similar to our Federal Reserve Board, to race in and prop up the dollar's value. They did so because they have a stake in the American dollar: they use it as a currency reserve. Together, the West Germans, British and Japanese bought 78 billion dollars last year in the effort. As a result, foreign governments effectively financed our federal budget deficit in 1987.

This is where the stock market crash of 1987 comes into play. The most widely held view of why the market tumbled on October 19, 1987 is that Wall Street was sending a message to Congress and the President that federal budget deficits cannot last forever because there is nobody left in the world for America to borrow from.

Debt's Price Tag

Our debt comes with a price tag that involves more than just interest payments: it seriously weakens our ability to act as a world power.

It is difficult for America to exert influence in foreign affairs when it has to run, hat in hand, to foreigners every month in order to satisfy its spending habits. As we all know, it's just doesn't make sense to argue with your banker when you are looking for a loan.

According to Peter G. Peterson, writing in *The Atlantic* magazine, "Our fast-growing debt to other industrial countries has diverted our diplomatic energy into placating foreign central banks with exchange-rate agreements, . . . into jawboning foreign governments to get their people to buy more of our exports, and into pawning off our Third World financial leadership onto more solvent economies.

"We spend virtually nothing to try to avert the growing risk of social, economic, and political chaos right at our doorstep in Mexico.

"Eight years ago no one imagined an austerity-led shift toward U.S. isolationism. Now we are seeing it: an attempt to stand tall on bent knees."

Even the most ardent hawks are acknowledging that the military will not be spared in future budget cuts. Our ticket for acting as the world's protector of democracy comes at a steep price: 6.7 percent of GNP compared to 3.4 percent for our NATO allies and one percent for Japan.

Meeting domestic priorities is also difficult for a debtor nation like the United States: poverty is growing; our space program is floundering; our streets and schools continue to be plagued by drugs; and our roads, dams, bridges and sewage systems are crumbling.

America's Grand Fall?

Some analysts have suggested that America has entered an era of grand economic decline similar to what Britain has been experiencing over the last century.

The pace of economic decline occurs much more quickly today than it did in the past, the doomsayers warn, because of the technological changes in communications, transportation and product development that allows relatively easy transfers of money and jobs among nations.

Michael Moffitt, a New York investment advisor and author, points out in a recent issue of the *World Policy Journal*, that as long as multinational corporations are able to pay Third World workers a fraction of the cost that it takes to hire Americans, then our productive capacity will continue to be shipped abroad.

"As a result," he warns, "American multinationals remain highly competitive and their profits are booming, while the United States itself is becoming less and less competitive."

Do these combined problems mean that we will necessarily see our standard of living fall? Some analysts think so; the Teamsters Union does not. However, there is no time to waste. Keeping the American Dream alive means that we need to go to work now.

Most importantly, we have to

get our trade deficits under control. This means that we must export more. Throughout much of the mid-1980s the dollar was so overvalued that America's products were too expensive to be competitive in foreign markets. The dollar probably still has to fall a bit more before we have reached maximum trading efficiency.

The dollar's declining value is opening opportunities for increased exports, but this alone cannot cure all of our trade problems. While imports increased through the current recovery, exports, until recently, remained flat.

One reason that the importers have done so well in the U.S. market is that they have shown a willingness to take lower profits. Instead of raising the prices of their goods to adjust to the higher costs associated with a weaker dollar, importers have held steady on prices in order to maintain their share of the American market—the world's largest consumer pool.

American firms, on the other hand, have displayed a troubling tendency to become fixated on short-term results. By keeping prices high, they are milking sales for higher short-term profits.

Another important aspect of the trade problem is that American manufacturers are abandoning their domestic production capacity. American firms are now obtaining many of their products' components from foreign suppliers. Others have transferred their entire production lines overseas.

Moreover, the United States has not been forceful enough in its attempts to persuade foreign governments to expand their domestic economies and accept more American imports.

As a result, the window of opportunity opened by the declining dollar has not translated into a corresponding rise in exports. In fact, foreign producers now control much of the world's capital goods supply that we now must rely on to rebuild America's manufacturing base.

Improving America's Competitiveness

What do we need to do in order to rebuild our export base? Every politician has an idea about how to make America more "competitive." In fact it is America's most popular political buzz word. But what does it mean?

Too many people define competitiveness in ways that reflect their own self interest. For example, the multinationals derive their meaning of the word from one source: the bottom line. In their eyes, any measure that cuts their costs and improves profits is one that makes America more competitive.

However, even if the lowest-cost approach is helping individual firms to operate more efficiently, this definition of competitiveness is too narrow for most people. It fails to account for the combined effects that result from a large number of firms all taking cost-cutting measures at the same time.

> *"Our current policies have failed because they have allowed the erosion of the very foundation of America's strength—our industries and their workers."*

If this cost consciousness means that firms will freely chase cheaper labor and production costs overseas, then their actions will drain wages and income from consumers and will lead to a shrinkage of the American market.

The President's Commission on Industrial Competitiveness offers a more balanced analysis of the term: "Competitiveness is the degree to which a nation can, under free and fair market conditions, produce goods and services that meet the test of international markets while simultaneously maintaining and expanding the real income of its citizens."

General President Jackie Presser argues that, "the critical element in this definition is that competitiveness should be achieved *while* maintaining or increasing the American workers' living standard.

"When multinationals chase cheap foreign labor by exporting American jobs or forcing wage cuts, American competitiveness is being undermined."

"Our current policies have failed," Presser believes "because they have allowed the erosion of the very foundation of America's strength—our industries and their workers."

Important trade legislation is currently pending in Congress that could go a long way toward correcting the competitive imbalances that are battering American industry and knocking workers out of their jobs. The House and the Senate passed separate versions of major trade legislation last year. Leaders of the two legislative bodies are currently meeting in a conference committee to hammer out a compromise package.

The Teamsters Union considers two particular remedies as essential to a viable and fair national trade policy. First, we must address the massive unemployment and wholesale erosion of productive capacity that is destroying specific American industries, such as auto, metals, rubber, apparel, electronics, and others.

Second, some sort of provisions must be made for workers to receive notice of their dismissal prior to the time that their plants close down. This is the only way that displaced workers can start preparing themselves to find other employment. Otherwise, prolonged unemployment, caused by trade imbalances, will continue to plague American workers and their families.

Each proposal has its own strengths and weaknesses, but it is important for Congress and the President to remember that strong action must be taken to keep America from slipping into the realm of a second-class economic country.

Teamster Retirees Support "Notch Baby" Solution

MAKING TEAMSTERS VOICES HEARD IN THE POLITICAL PROCESS

Norman Greene (right), director of the Teamster Department for Retiree Affairs, and Legislative Director Dave Sweeney (center), deliver 4,000 letters from Teamster members on the Social Security "notch" issue to Congressman Edward R. Roybal (D-CA).

Norman Greene, director of the Department for Retiree Affairs, recently announced that the Teamsters Union is supporting a legislative proposal designed to bring some balance back to the level of benefits paid to retirees under the Social Security system.

Because of a hitch in the way retirement benefits are calculated, Americans born between 1917 and 1921, the "notch babies," are receiving lower Social Security payments than those born in other years. The Union is helping to advance an initiative, developed by Congressman Edward R. Roybal (D-CA), that would eliminate the disparities.

A retired person's Social Security benefits are calculated based on a percentage of his or her lifetime average of monthly income. This "replacement rate" varies according to the level of pay that the retiree received over his or her working years. To protect against poverty among the elderly, low-income workers receive a greater replacement rate than their high-income peers. While Americans who earned an average income can expect to receive about 42 percent of their average earnings in Social Security retirement benefits, the ratio for all workers is generally between 25 and 60 percent of their pre-retirement income.

Social Security funding problems started developing in 1972, when Congress provided for retirement benefits to be adjusted annually to match cost-of-living increases. As well-intended as this move was designed to be, it proved too costly. High inflation through the early 1970s pushed replacement rates up to levels that Congress never intended.

With the financial condition of the Social Security Trust Fund threatened, Congress had to act. In 1977, the legislators amended Social Security to account for the anticipated funding shortfall. A legislative compromise was worked out whereby a new benefit formula was developed for those retiring after 1978. However, Congress decided not to cut the benefits for those who were already retired. Many legislators felt that such a move would have shattered public confidence in the system.

The new formula was designed to phase in the lower payments over a five year period—the "notch" years. All retired persons born after 1921 receive benefits based on a third formula that provides proportionately lower payments.

Congress expected that the gradual shift to reduced benefits over five years would lead to only small differences in payment levels. Continued high inflation, however, again threw off projections as the higher inflation-indexed payments of those who retired before 1978 continued to escalate. As a result, retirees born after 1916 receive substantially lower benefits than those born earlier. For example, the average earner born in 1916 who retired at age 65 currently receives more than $700 per month in benefits. An average earner born in 1921 who retired at age 65 receives only $583.

A number of proposals have been advanced in Congress to address the Social Security benefit inequities. Congressman Roybal's bill, H.R. 1917, has the best chance of succeeding. Roybal's plan would provide a 10 year phase-in period to adjust from the flawed formula to a new, more equitable one.

Making Teamsters Voices Heard

The Teamsters Union is in the forefront of the growing movement to eliminate the retirement benefit disparities.

The Retirees Department is working closely with Teamsters' Legislative Director Dave Sweeney to coordinate our approach to this complex political problem.

Greene and the local retiree club

chapters have been working diligently to carry the message to Teamster retirees affected by the problem. In a recent issue of *International Teamsters Retiree News*, Greene asked those retired Teamsters who are notch babies to write his office regarding their situation. The response was overwhelming: Greene received over 4,000 letters in just the first three months after he put out the call for Teamsters to get involved.

> *"For our nation's Social Security system to have different levels of retirement benefits is fundamentally unfair."*
> *—Norman Greene, director, Dept. for Retiree Affairs*

Greene and Sweeney presented the letters to Congressman Roybal at a meeting held on March 3, 1988. The three men discussed strategy to help generate grassroots support for H.R. 1917 and to help pick up more congressional support for the proposal. Some legislators are balking at the remedy because they fear that it could be too costly. Congress has asked the General Accounting Office (GAO) to study the effects of the various formulas used to compute benefits and estimate the cost to correct any inequities. GAO is expected to release its report very soon.

"We have done our part to get the ball rolling by letting Congress know how we feel," Greene said. "For our nation's Social Security system to have different levels of retirement benefits is fundamentally unfair. I am hopeful that by staying on top of the issue and by working with our expert legislative staff we can persuade Congress to help correct the problem."

Teamster Addresses Center for Labor and Industrial Relations

While in Florida to attend the AFL-CIO Executive Council meeting, IBT Director of Governmental Affairs Paul Locigno addressed the Winter Conference of the Center for Labor and Industrial Relations on February 15. The Center, which is an adjunct to the School of Management of the New York Institute of Technology, was meeting in Florida to discuss a wide range of current labor management issues.

Locigno was invited to sit on a distinguished panel of labor law experts that included Robert Guttman, minority counsel to the U.S. Senate Committee on Labor and Human Resources; Mark deBernardo, manager of Labor Law for the U.S. Chamber of Commerce; and Basil Whiting, vice president, Human Resources, Long Island Railroad. The panel was called to conduct a seminar on federal initiatives in industrial and labor relations. Major topics discussed included drug testing in the workplace, polygraph testing of workers, doublebreasting operations, and labor protective provisions.

The Teamster Viewpoint

Locigno forcefully represented the Teamster position on all these issues. He expressed the union's opposition to random drug testing and cited the Teamsters' innovative drug program under the National Master Freight Agreement as a superior alternative. He pointed out the Constitutional and practical flaws in proposed polygraph testing schemes. Constitutional validity aside, Locigno presented irrefutable evidence of the scientific unreliability of polygraph tests and maintained that their only use was to suppress workers' rights.

On the other hand, he advocated legislation to impose labor protective provisions in the airline industry and restrictions on the creation of doublebreasting operations by companies seeking to evade legitimate collective bargaining agreements.

Keep America Working

In response to questions from the audience, the Teamster spokesman firmly laid the blame for the disarray in current U.S. labor-management relations at the door of multinational corporations. "These multinationals are poisoning our relations," Locigno said, "by abandoning American workers and exploiting foreign workers. They're moving operations overseas at such an alarming rate that in some instances there is more trade between subsidiaries of the same multinational corporation then there is between two nations." He noted that these companies had no interest in good faith bargaining as long as they could chase slave wages around the globe. Locigno concluded his remarks by calling for passage of legislation now before Congress to remove the incentives for these corporations to continue to export American jobs.

National Workshop Held:

Parcel & Small Package Division Focuses On Improving Communications

Under the leadership of Chairman Jackie Presser and Director Dan Darrow, the IBT's Parcel and Small Package Trade Division recently held an intensive five-day workshop in Palm Springs, California. Nearly 175 elected officials from local unions, joint councils, and area conferences attended the workshop.

The purpose of the workshop was two-fold: to update the Division's representatives on the current status and activities of the division, and to improve communications between the Division and the membership.

The workshop was chaired by Director Dan Darrow, who convened the opening session with an introduction of each of the international representatives in attendance. General Secretary-Treasurer Weldon L. Mathis and International Vice Presidents Ed Lawson, Mike Riley and Don West briefly addressed the group. Workshop participants also heard from Vince Aloise, representing International Vice President and Western Conference Director Arnie Weinmeister; Larry Parker, director, IBT Convention and Exposition Centers Trade Division; and Bud Smith, director, IBT Warehouse Trade Division.

Director Darrow delivered a detailed report reviewing and analyzing the events of the past year. He concentrated on the growth of the division, stating that it had gained more than 5,000 members in 1987.

Darrow also informed the participants about anticipated developments that would have an impact on the Parcel and Small Package Trade Division in the coming year. He stressed the importance of serving the membership and uniformly enforcing the newly negotiated National United Parcel Agreement as a means of being prepared for the future.

The workshop included several detailed reports on a wide variety of subjects affecting the division. IBT Chief Economist Norman Weintraub outlined the financial status of United Parcel Service and explained charts which traced wages and benefits over the past 10 years.

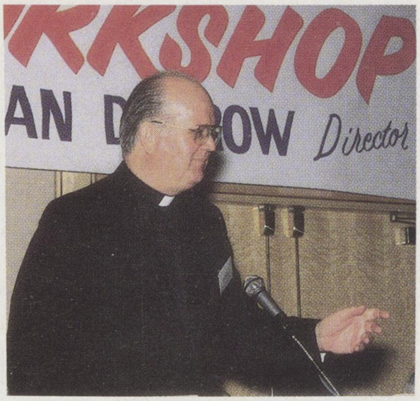
New UPS Provisions Reviewed

The new United Parcel Service agreement includes improvements in the pension plan covering almost 50,000 part-time Teamsters. These improvements went into effect August 1, 1987. The contract settlement provided pensions for every part-time member 21 years old or over who worked 750 hours or more in one year. The new benefits were retroactive for any employee still on the payroll as of August 1, 1987. Further improvements provide for a pension for part-time employees with 20 years of service, which includes $1,000 per month with a coordination of benefits with all other Teamster plans.

Another new provision effective with the settlement of the contract provides for the establishment of a government-approved savings plan. This plan would allow, on a voluntary basis, all UPS members to have payroll deductions, prior to taxes, to be put into guaranteed interest-bearing accounts. Due to governmental regulations and the red tape involved in setting up a plan of this size, implementation of this plan is not expected until mid-year. Further communications will be forthcoming as progress is made.

Other speakers included IBT Attorney Wilma Liebman, Director of Organizing Vicki Saporta who

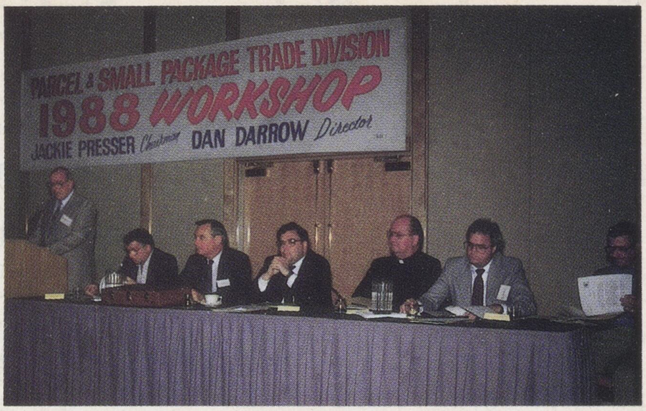
Parcel and Small Package Trade Division Director Dan Darrow summarizes the division's activity over the past year.



Workshop participants answered Human Services Department Director Father David Boileau's inspirational remarks with a standing ovation.

International Representative W.C. Willie Smith, III, of the Southern Conference of Teamsters discussed Federal Express.

PARCEL & SMALL PACKAGE TRADE DIVISION
1988 WORKSHOP
JACKIE PRESSER Chairman
DAN DARROW Director



Attending the workshop were: (left to right, photo at left) Al Barlow, ECT; Ron Strzelecki, CCT; Vince Aloise, WCT; Russ Hogan, ECT; W.C. Willie Smith, III, SCT; Dick Heck, CCT; and Director Dan Darrow. Also attending were: (seated left to right, photo at right) International Vice Presidents Ed Lawson and Mike Riley, Economics Director Norman Weintraub, Human Services Director Father David Boileau, Convention and Exposition Division Director Larry Parker and Warehouse Division Director C.W. Bud Smith.

discussed organizing efforts of Roadway Package Service employees, and IBT Representative Sherman Brown who reported on Airbourne and Emery Purolator.

Participants also heard from members of the Teamsters National UPS Committee. They were: Ron Strzelecki, secretary-treasurer, Local 344, Milwaukee, WI, who reported on Next Day Air; Russ Hogan, recording secretary, Local 391, Kernersville, NC, on change of operations; Richard Hammond, president, Local 988, Houston, TX, on trailer repair shops; and W.C. (Willie) Smith, III, international representative, on Federal Express.

Legislative Issues Highlighted

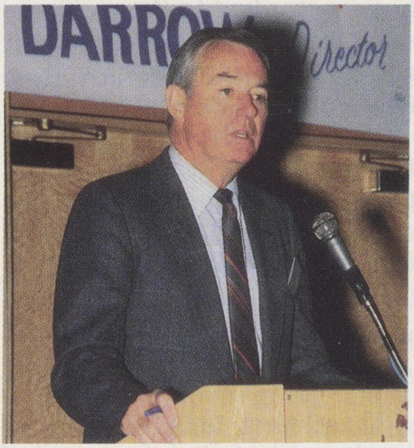
IBT DRIVE Director Wallace Clements reported that DRIVE contributions topped the four million dollar mark in 1987. UPS membership contributed approximately 20% of that total, and Teamster leaders are excited about opportunities for their increased participation.

Father David Boileau, director of the Human Resources Department, gave an inspirational speech on the business representatives' responsibility to their membership. In his remarks, Boileau stated, "Business representatives are agents of justice and must be prepared to meet the challenges of their everyday duties."

Following Father Boileau, IBT Legislative Department Representative Tim Scully briefed the workshop participants on two pending legislative issues affecting the Division—truck and bus safety and drug testing. He also discussed the problems that would be generated with deregulation of the air cargo business if this business were to become exempt from federal regulation. Scully stressed the importance of participation in the DRIVE program as the most effective means of overcoming these problems.

The final day of the workshop was reserved for an open, general discussion to express problems and concerns about specific areas in the Trade Division and to exchange views and ideas on how to resolve them. The delegates expressed their thanks to General President Jackie Presser and Director Dan Darrow for offering the program, which they feel will help them to better represent the membership. They also expressed a desire to hold a similar workshop on a yearly basis.

International Vice President Ed Lawson was a speaker at the workshop session.



International Vice President Mike Riley addressed the delegates in attendance.

Representing International Vice President and Western Conference of Teamsters Director Arnie Weinmeister was Vince Aloise.

Teamsters Take on Nation's Largest Retailer, Win Precedent-Setting Contract

The steadfast determination of one Teamster local to provide health care coverage for part-time workers at a Sears Auto Center in Long Island, New York, has pressured the nation's largest retailing company into changing its policy nationwide on employee health benefits.

Credit for this resounding negotiating success goes to Local 282, Elmont, New York, and its president, Robert A. Sasso, who hammered out the precedent-setting contract which resulted in Sears, Roebuck and Company changing its health care policy for some 350,000 part-time workers, allowing them to buy into the retail company's Group Medical Plan.

It took a three-week strike, which at one point cut off the delivery of merchandise to all Sears stores along the Eastern seaboard, to force Sears' management back to the bargaining table after workers voted down on January 21st a company proposal which did not include the health coverage.

Since Sears has a company-wide policy of providing the same benefits for all employees that it offers workers at any one store, management was hanging tough on its stand. Despite this obstacle, Sasso was able to achieve the important concession on health care coverage.

TIME & PLACE OF
DATE: FRIDAY, SEPT. 18th
PLACE: 2nd Floor Training Room
SEARS East Northport Facility
11:00AM to 12:00 Noon and
SEARS WORKERS ARE THE GREATEST

Local 282 Director of Organizing Perry Baron (at center), speaks with Elmont, New York, Sears Auto Center workers about the upcoming representation election. Organizers were at the Center from early morning until late each night to meet with employees on all work shifts.

"For two days," the union leader recalls, "I felt like I was negotiating for all 350,000 part-timers." The results were clearly worth the effort.

Classic Case of Unionism at Work

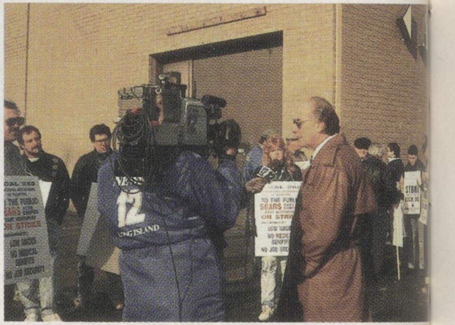
The story of the strike and its successful conclusion was a classic case of unionism at its best, says Perry Baron, director of organizing at the local for the past three years. Baron, who with Sasso was engaged in every phase of the union campaign, feels the across-the-board support for the workers—from the community, other Teamster locals, other unions, and Sears' own customers—made the difference.

Baron was involved from the start, when she met with workers in the East Northport Auto Center who wanted to be represented by the Teamsters Union. After a tough organizing victory against the retail company—which flew in an experienced team of union-busting attorneys and "followed every predictable anti-union tactic in the book" according to Baron, Teamsters won the right to officially represent the auto center workers as a separate bargaining unit.

"Because of the varying shifts at the auto center, it was important for us to be there, at the work site, every day from early morning until late at night," Baron said.

Health Coverage Issue A Critical Consideration

There were only 13 full-time employees in a work force unit of about 60 people. The majority of the part-timers were young, between 19 and 30 years of age.



Local 282 President Robert A. Sasso tells the union's side of the strike to a local news station. Widespread community support for the strikers brought the retailing giant back to the bargaining table within a few weeks' time.

"Most of these workers were single, going to school at night if they worked days or taking day classes if they worked at night. Many had recently moved out of their family homes, and were no longer being covered by their parents' health insurance," Baron explained. "So the health care issue became quite important."

On the first day of the strike, Sears management at the Suffolk County store had the police order the 282 pickets off the shopping mall property where the store is located. Sears contended that the mall was private property and, therefore, that the union had no right to picket, except on the public roads and sidewalks.

The police told Sears management that it was too dangerous for the picketers to be out on the snow-covered roads and sidewalks around the mall. However, when management saw that many prospective shoppers turned away from the mall after seeing the pickets, they insisted that the pickets could not remain on the property.

Widespread Support Makes the Difference

"The support from the community was tremendous," Baron emphasizes. "Suffolk County is basically a union town. The trades people who live here are union people who generally work in the city and know what a good contract means. Their union salaries have enabled them to buy homes out in the suburbs. These are union people. They shop at Sears—"America's store"— but they don't cross a picket line. The support was there," Baron says, "all the way down the line."

The union conducted 24–hour-a-day picketing at the Suffolk store, and distributed leaflets during business hours at all Sears stores in Nassau and Suffolk counties, in the Bronx, in Queens, and in Staten Island. During the strike, a majority of the auto center workers at the Bronx store signed pledge cards, as did some sales employees at the other stores.

The strike quickly gained support from other unions and central labor bodies: Local 138, Operating Engineers; Local 30, Stationary Engineers; Locals 457 and 775 of the Plumbers Union, Nassau County; Local 66, Laborers; IBT Locals 107, 813, 804, 707, 807, 917, 560, 617, 177, 584; and Local 25, Electricians.

Support also came from Teamster Joint Councils 16, 73, and 53; Vice President Joseph Trerotola and the Eastern Conference of Teamsters; the New York City Central Labor Council; and the Building and Construction Trades Councils of Greater New York and of Nassau and Suffolk Counties.

In early February, the strike took on dramatic proportions when Local 282 officials won the support of Local 107, Philadelphia, Pennsylvania, whose members deliver merchandise from the Sears distribution center there to all Sears stores along the Eastern seaboard.

Local 282 President Sasso journeyed to Philadelphia and, with Local 107 President Joseph Cimino, Jr., led Local 107's membership in shutting down the distribution center. For two days, Local 107 and Local 282 officials and members picketed until Sears headquarters in Chicago asked Sasso to return to the bargaining table.

Health Benefits Extended To All Sears Part-Timers

It was only after two days of negotiations that the Sears representatives agreed to modify the company's offer and include health care coverage for the East Northport part-timers. The Sears negotiator told Sasso that the firm would extend similar fringe benefits to all of its part-time workers throughout the country.

In addition to the health coverage, the three-and-a-half year contract provides raises for both part-timers and full-timers, opens up four new full-time positions, and establishes job bidding and grievance procedures which help insure job security.

After the unanimous ratification vote, Sasso told the workers: "If you learned anything from this, it's that solidarity . . . standing together . . . can knock a big conglomerate off its feet. These days employers like to divide and conquer. You people will go into the history book because of the way you stood up."

"The strike was actually the first real experience with unionism many of these new Teamsters had," Organizing Director Baron adds. "We had tremendous support from all Teamster locals. We had full cooperation from other unions.

"It was a total group effort. Other trades joined us on the picket line, and we really felt the support of our fellow unionists, which was especially strong after reaffiliation with the AFL-CIO," Baron says.

Together, the workers and their supporters were able to affect this giant conglomerate which, for years, had avoided unionization and cut its overhead by hiring part-time workers whom they felt couldn't be organized. Local 282, supported by other Teamster locals and fellow trade unionists, has proven that theory wrong.

"I was frankly overwhelmed by the support," Sasso says. "Our members made me extremely proud to be a Teamster. Words really can't express how we feel about this win."

"It was gratifying," Baron adds, "to watch Sears workers who became Teamsters evolve into Teamsters who happened to work at Sears."

And thanks to the diligence and dedication of Local 282's leadership, a turning point may have arrived in the labor movement for part-time workers seeking basic fringe benefits.

LOCAL 282
I.B.T.
ON STRI
SEARS AUTO CENTER WO
NG AGAINS
JOB SEC
The BOSS.

Sasso (right), and Baron: justifiably pleased with the unanimous contract ratification.

Teamsters Ready To Strike Pan Am

As *The International Teamster* goes to press, the Teamsters Airline Divisin stands ready to strike Pan American World Airways at any time.

After contract negotiations reached an impasse, the National Mediation Board ordered a 30-day cooling-off period. It ended on February 21. Under provisions of the Railway Labor Act, it is now legal for the Teamsters to call a strike.

The National Mediation Board offered to settle the dispute through binding arbitration, but it became obvious that the company wanted to push the Teamsters out on strike when it rejected the Board's proposal. The Teamsters had accepted the offer.

The union represents a broad cross-section of 4,500 Pan Am employees, including accounting people, stock clerks and nurses.

Teamsters Airline Division Director Bill Genoese declares: "Our members voted overwhelmingly for a strike, but the timing of the strike is crucial. We're not going to let the company dictate the timing."

Pan Am Readies Scabs

Pan Am advertised in newspapers in New York, Miami and elsewhere to hire scabs who would take the place of the Teamster employees in the event of a strike. The company is offering to pay the scabs substandard wages, starting at $4.59 an hour.

Why are Pan Am's negotiators taking a hard-line bargaining position? "The company's master plan is to get rid of the senior people in all classifications," explains Genoese.

"Pan Am has been trying to make the jobs of its senior people so unbearable that they'll leave. The company could then replace them with lower-cost "B" scale people, part-timers and temporary employees. "If we allow management to get away with it now, then they will just flush out the new people every five years or so and replace their employees with even cheaper help."

Airline Division Director Genoese addresses Pan Am workers at a meeting where members authorized the Airline Division to strike the company.

Genoese noted that this master plan was developed by Pan Am Vice President Raymond Grebey, who was in charge of labor relations until he was fired in January, along with Chairman C. Edward Acker, by the airline's Board of Directors. "The board fired Acker and Grebey," Genoese said, "but the new management, headed by Chairman Thomas G. Plaskett, is keeping the Grebey plan in effect."

Strike Support

Teamster locals throughout the country are ready to support a strike against Pan Am, and the workers have received pledges of support from unions at virtually all the overseas points where the airline flies.

"Unfortunately, we do not yet have the support of the Air Line Pilots Association and Transport Workers Union," Genoese said. "We have always taken a strong trade union position in support of ALPA, the TWU and the other unions in the airline industry. We know that we have the support of many individual members of ALPA and the TWU at Pan Am, but the top leaders of those unions have not yet taken a position on our situation."

Management Mistakes

Pan Am is on the brink of bankruptcy because of gross mismanagement over the last seven years. The company reported a loss of $263 million for 1987—after posting losses totaling $2.1 billion over the previous six years.

"Top management made one blockbuster mistake after another," Genoese commented. "It squandered the company's assets, and now it's trying to make the workers pay for these mistakes. The company has been unable to raise new capital, and Wall Street experts say it won't be able to borrow a cent as long as it has an open contract with the Teamsters.

The Teamsters are keeping the country's 30,000 travel agencies fully informed about the potential strike situation at Pan Am. Many of the agents have said that they are booking their customers on other airlines.

Teamsters at Pan Am have not had a wage increase since 1981. At the end of the cooling-off period, the company unilaterally imposed a new contract on them that cut wages by 8%. Management and other groups at the airline have had increases of 21.6% to 30% since 1981, and management is not being asked to take a pay cut.

Strike Deadline Set At Northwest Airlines

Talks between the Teamsters Airline Divison and Northwest airlines have just broken off as this issue of *The International Teamster* goes to press, and the union has put together a detailed strike strategy. The Airline Division has set a strike deadline for March 29, 1988, to coincide with Northwest's busy Easter travel season.

The Division has made every effort to settle the strike peacefully. Union negotiators tried to persuade Northwest's management to allow an arbitrator to settle the contract dispute, but just two days after refusing the Teamster's offer, the company announced, on March 9, that it would impose a contract on its flight attendants. Northwest intends to make its imposed contract effective April 1.

Management's Hard Line

"The company has taken a hard-nosed position," said Airline Division Director Bill Genoese. "The big issue is wages. The company is demanding that the progression scale for new hires, who earn B scale wages, be extended from five years to nine years before they join the A scale. This would cost about 2,000 of our people an average of $5,000 each year the lower new hire rate is extended."

The airline is also trying to lower its wage costs by getting rid of its most loyal employees. "Northwest want to 'burn and turn' the senior flight attendants," Genoese said, "by replacing them with lower-paid B scale people."

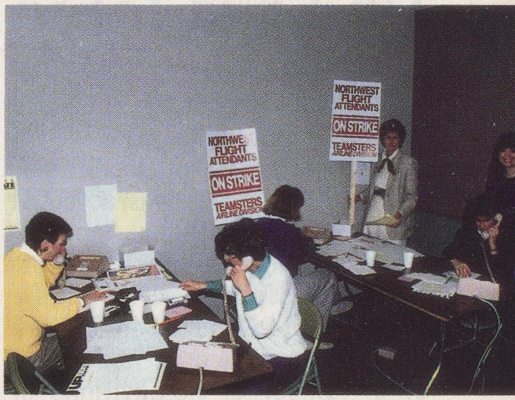
Teamsters Promised Support

The Teamsters can legally strike Northwest at any time. A 30-day cooling-off period, ordered by the National Mediation Board, expired on February 27.

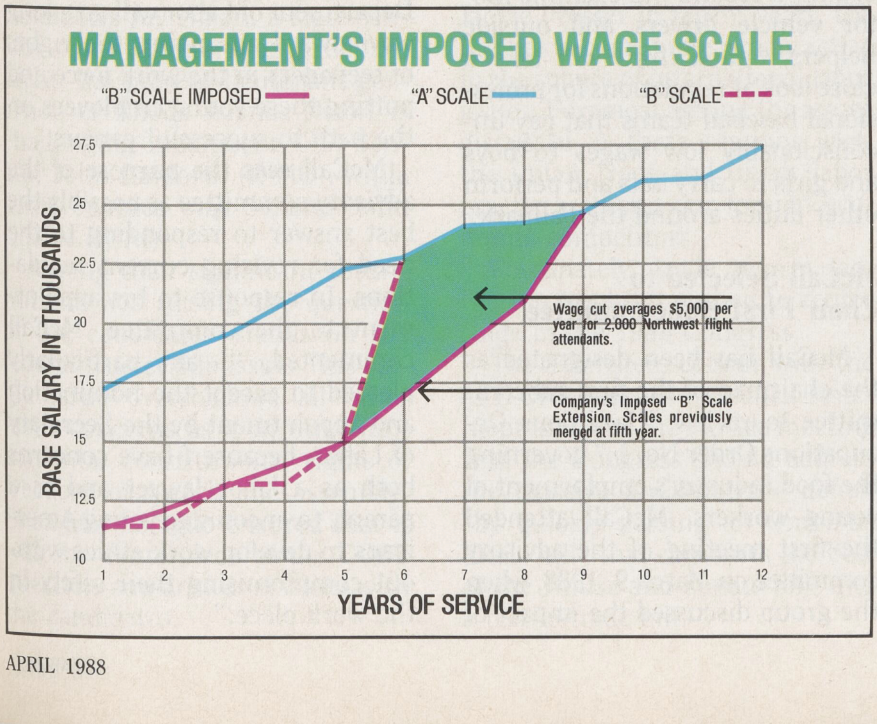
"We're going to pick and choose our spots," Genoese said. "We may put up informational picket lines before we strike."

The Teamsters represent 7,500 Northwest flight attendants who are domiciled in Minneapolis, Seattle, Chicago, New York, Detroit and Memphis.

The two other unions that represent Northwest employees—the Air Line Pilots Association and the International Association of Machinists—have pledged support for the Teamster flight attendants. Neither the IAM nor ALPA has been able to negotiate a contract with Northwest following the company's merger with Republic Airlines in 1986.



Volunteers staff a strike office at Local 2747's headquarters in Bloomington, Minnesota, set up to keep fellow Teamsters aware of negotiating developments.



Before the merger, the Teamsters represented Northwest's flight attendants while another union represented those at Republic. The combined group voted overwhelmingly for Teamster representation in an election conducted by the National Mediation Board.

Divide and Conquer

Genoese feels that negotiators have refused to address the issues that are important to the flight attendants. "The company has maintained a divide-and-conquer strategy," according to Genoese. "It is trying to pit group against group. The company wants to pit base against base, the former Republic flight attendants against the Northwest group, and the 'A' scale workers against the 'B' scale workers. But the flight attendants are strong and united. They will do whatever they must in order to achieve a fair and equitable contract."

Northwest has management people and scabs ready to take over the jobs of the flight attendants in the event of a strike, but Genoese predicted that a strike would close down the airline, particularly since the pilots and machinists would honor Teamster picket lines.

IBT Attorney Appointed to Serve On Child Labor Advisory Committee

IBT Attorney James A. McCall's recent nomination to serve on an important Labor Department advisory committee was accepted by Secretary of Labor Ann McLaughlin. McLaughlin's acceptance of McCall to serve on the Department's Child Labor Advisory Committee came after her review of a number of nominations of experts in labor law, psychology, education, safety and health, and child guidance and advocacy. McCall will serve a two-year term and will advise the Labor Department on appropriate revisions to the Child Labor Regulations.

McCall's nomination and acceptance are especially appropriate in that the Teamster attorney has an interest both as a labor lawyer and as a parent to see fair and safe standards in the workplace become a part of federal law.

Committee Will Review Labor Laws for Youngsters

Labor organizations and the Department of Labor agree that labor laws need updating because the past approximately 30 years have witnessed revolutionary changes at job sites and working environments without any modifications to the rules applying to employment of persons under 18 years old. It is also widely acknowledged that these changes have at times produced horror stories about working conditions experienced by America's youth.

Horror stories notwithstanding, there are many, many routine problems that merit a close examination by experts. It is McCall's expertise, combined with that of the other members serving on the advisory committee, that will ensure the proper analysis of the regulations in order to advise the Secretary of Labor of any needed changes.

IBT Attorney Jim McCall

Other appointees on the Child Labor Advisory Committee include a number of prominent men and women from across the nation. The chairperson of the committee is Linda F. Golodner, executive director of the National Consumer League, based in Washington, D.C.

The advisory body initially has been subdivided into three subcommittees. One subcommittee will examine hazardous occupations such as slaughter houses, meatpacking, restaurants and fast food chains; a second will examine motor vehicle drivers and outside helpers; and a third will take a close look at regulations for professional baseball teams that pay unconscionably low wages to boys and girls to carry bats and perform other duties around the ballpark.

McCall Selected to Chair First Subcommittee

McCall has been designated as the chairman of the first subcommittee to review "Hazardous Occupations Order No. 1," governing the food industry's employment of young workers. McCall attended the first meeting of the advisory committee on March 9, 1988, when the group discussed the impact of the growing number of teenagers in the work force and of the importance of technological developments that have occurred in recent years. His subcommittee's immediate objective is to find ways to ensure that entrants into the work force can be better protected from exploitation and from safety hazards.

Initially, McCall and his subcommittee will concentrate on identifying what data are needed from the Labor Department, such as the accident reports and records of companies in violation of current Department regulations, and information on types of machinery being used in restaurants. The data will help the subcommittee members to make recommendations and advise the Department on revisions of regulations.

A Needed Response To a Growing Problem

Thanks to the creation of the Child Labor Advisory Committee and the selection of a number of America's leading experts to serve on the committee, it is expected that the advice received by the Department of Labor will go a long way toward advancing the rights of teenagers in the work force and putting these young employees on the path to successful careers.

McCall sees the purpose of the advisory committee as possibly the best answer to responding to the need for revising current regulations. In response to his appointment to the committee, McCall commented, "I am particularly pleased to accept the nomination and appointment by the Secretary of Labor, because I have concerns both as a labor lawyer and as a parent, to encourage young Americans to develop work ethics without compromising their safety in the work place."

Teamsters Attend Annual AFL-CIO Meeting

Representing Teamsters General President Jackie Presser, IBT Vice President Walter Shea and IBT Director of Governmental Affairs Paul Locigno attended the annual mid-winter meeting of the AFL-CIO in Bal Harbour, Florida, from February 15–18. It was the first time that Teamster representatives had participated in the meetings of the Federation's annual conference in 30 years.

Shea and Locigno's arrival coincided with the commencement of the all-important Committee on Political Education's (COPE) meetings on the marginal House and Senate races. Each day, Shea and Locigno attended and participated along with COPE officials in these sessions, examining the prospects for picking up or holding pro-labor Congressional seats.

Candidates are invited to attend these meetings, explain their positions on labor issues, and submit to questioning from labor union political representatives. It is a key step in securing labor endorsements in primary and general elections.

Among the candidates in attendance were U.S. Senators Frank Lautenberg (D-NJ) and Lowell Weicker (D-CT) and U.S. Senate candidates Jay Nixon, a state senator from Missouri, and Richard Licht, the present lieutenant governor of Rhode Island. Nixon is challenging incumbent U.S. Senator John Danforth (R-MO), while Licht opposes U.S. Senator John Chafee (R-RI).

Among their significant contributions was raising the question of the candidates' stands on the federal trusteeship issue. This single issue overshadows all other labor concerns as it involves fundamental constitutional rights of freedom of speech and assembly. Shea and Locigno ensured that it was the centerpiece of the COPE question-and-answer sessions with the candidates.

Commenting on the meetings, Vice President Shea said he was very impressed with COPE's resources and personnel. "Reaffiliation with the AFL-CIO has given the Teamsters tremendous resources on which to draw upon in our legislative and politicial activities," he said. "COPE is a very well-funded program and the amount of information it can provide on every congressional race in the country is literally staggering."

International Vice President Walter Shea (left), and Local 282 President Robert Sasso attend meeting.

The Teamster representatives also attended meetings of the AFL-CIO's International Affairs Committee and the ICEF North American Coordinating Committee. Thanks to the efforts of the General President Jackie Presser in recent years, the IBT has become increasingly active in the sphere of international labor issues. Foremost among the issues discussed at these sessions were the unfair trade and unfair labor practices among our foreign economic competitors.

Fortunately, trade reform legislation has been pushed to center stage in the 1988 Congress.

The Teamsters concur with the AFL-CIO Executive Council statement issued at the Florida meeting that the Congress should address the massive foreign trade deficit "by quickly passing an Omnibus Trade bill" that combines the best of the House and Senate bills and a textile-trade bill.

The IBT, which has thousands of members in industrial trades and other businesses directly affected by the flood of imports, has consistently called for measures that would reduce trading inequities with nations that have a history of exploiting the American market while denying fair treatment to American goods in their own market. Vice President Shea expressed confidence that, with the IBT joining forces with the AFL-CIO, "our joint political and lobbying efforts will compell swift and effective Congressional action on an omnibus trade reform measure.

"Without such reform," he continued, "we are dooming American workers, entire industries, and the communities which have depended on them for survival and growth."

Other international labor issues discussed at the annual meeting included the transfer of nearly a thousand U.S. firms and tens of thousands of jobs to factories in Mexico, the oppression of worker democracy in Romania, and the suppression of trade union rights in Fiji as a result of military coups there last year. All issues were soundly condemned and the AFL-CIO pledged to work with the relevant international bodies to resolve them.

Upon his return from Bal Harbour, Vice President Shea met with Teamsters General President Jackie Presser to give a full report on the week's activities. Shea said he was extremely gratified and pleased by the spirit of cooperation and fraternity that prevailed among Conference participants.

"The new era for the American labor movement which commenced last fall with our reaffiliation with the Federation has already brought forth significant gains, and I look forward to many more such gains in the months ahead," Shea concluded.

Robert Holmes—"50 Years of Service And Still Going Strong"

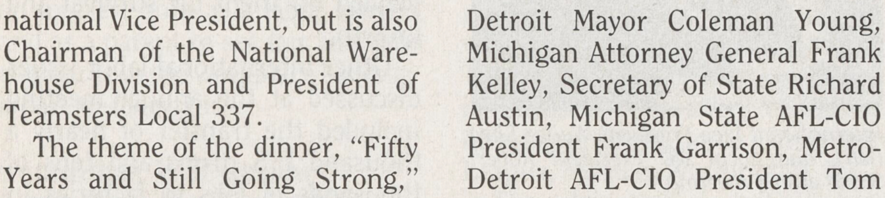
More than 1,000 guests attended the dinner honoring both Robert Holmes' 50 years of dedicated service in the labor movement and Local 337's Golden Anniversary.

More than 1,000 guests attended the Robert Holmes testimonial dinner, recently held in Detroit, Michigan, celebrating the Teamster Vice President's 50 years in the labor movement. The dinner also coincided with the Golden Anniversary of Teamster Local 337 in Detroit, of which Holmes was a founding member.

The dinner was held at Cobo Hall in Detroit, February 11. Labor officials along with business and civic leaders from Michigan and around the nation were there to honor Holmes whose dedication to Teamster members is evidenced by the number of his august responsibilities. He is not only Central Conference Director and an International Vice President, but is also Chairman of the National Warehouse Division and President of Teamsters Local 337.

The theme of the dinner, "Fifty Years and Still Going Strong," highlighted Holmes's half-a-century of distinguished labor and community leadership. The dinner was a huge success raising over $100,000 for the newly established Robert Holmes Scholarship Fund. The fund will be administered by the Community Foundation and be available to the sons and daughters of Michigan Teamsters.

Guests at the dinner included: Detroit Mayor Coleman Young, Michigan Attorney General Frank Kelley, Secretary of State Richard Austin, Michigan State AFL-CIO President Frank Garrison, Metro-Detroit AFL-CIO President Tom Turner, Teamsters Western Conference Director and International Vice President Arnie Weinmeister, International Vice President Don Peters, Teamsters International Trustee R. V. Durham, and Teamsters International Industrial Trades Division Director Joe Konowe.



Pictured left to right are: Trustee R.V. Durham, Industrial Trades Division Director Joseph Konowe, Vice Presidents Arnie Weinmeister and Robert Holmes, President of Michigan AFL-CIO Frank Garrison, and International Representative Robert Holmes, Jr.

The coordinator for the dinner, Ed Scribner, said that this event marked a milestone in labor history, honoring a man whose lifetime achievements serving American workers is deserving of such a tribute. "Robert Holmes is one of our union's founding officers and this testimonial dinner helped us give something back to a man who has given so much of his life to making the Teamsters Union a strong and vibrant organization," Scribner said.

Bobby Holmes started his labor career in England at age 14 as a coal miner. It was there that he learned about the values and benefits of hard work. He then moved to America, where he first began work on the docks of Kroger's Warehouse, the eventual birthplace of Local 337.

Holmes was instrumental in expanding the Teamsters Union in Michigan during the depression days of the 1930's. He was among the founding officers of Local 337 in Detroit and was elected as its first secretary-treasurer following the chartering of the local in March of 1937. Following the death of his close associate Bert Brennan, Holmes became Local 337's president and has been its undisputed leader ever since.

Holmes then went on to become a trustee of Teamsters Joint Council 43 in early 1937 and held that position until 1959 when he was elected Secretary-Treasurer. He later served as joint council President until 1984. Today, Holmes serves as International Director of the 600,000-member Central Conference of Teamsters, as 2nd International Vice President, and as chairman of the National Warehouse Division, which coordinates activities for Teamster warehouse workers nationwide.

Bobby Holmes has been a central figure in building Local 337 into the strongest and largest Teamster local in Michigan.

On June 5, 1987, the Robert Holmes Teamster Housing Center ushered in a new era for Michigan area Teamster retirees and other senior and disabled persons in the Detroit area. This housing project was dedicated to Holmes for his many accomplishments within the Teamsters Union in the state of Michigan and in recognition of his accomplishments on behalf of working people.

A letter was sent by General President Jackie Presser congratulating Vice President Holmes on his 50 years of dedication to the labor movement. "The Teamsters General Executive Board, along with the Union's more than two million active and retired members, would like to congratulate Bobby for his unparalleled dedication. Vice President Holmes is very worthy of this honor, and the Teamsters Union is fortunate to have a man of his impressive leadership qualities and integrity play such a major role in this union. The entire labor movement has benefited from Bobby's 50 years of service. His many contributions will never be forgotten."

Teamsters Oppose U.S.-Canada Free Trade Agreement

The International Brotherhood of Teamsters expressed its strong opposition to the U.S.-Canada Free Trade Agreement on February 26 before the Subcommittee on Trade of the House Committee on Ways and Means.

Noting serious flaws in the pact, which was signed on January 2nd and awaits Congressional action, Paul Locigno, director of the Teamsters Governmental Affairs Department, maintained that the agreement would institutionalize, in treaty form, some of the most serious elements of unfair trade between the two nations.

Locigno focused on three inequities in the treaty as proposed. First, he noted that the pact's system of phased-in reductions allows the Canadians to retain their tariff advantages for another 10 years, advantages that have severely damaged certain American industries. "The vinyl floorcovering industry is one area where Teamsters have been seriously disadvantaged. Currently, Canada imposes a 13.7 percent tariff and an eight percent federal sales tax on all U.S.-made vinyl floorcoverings sold in their country. The U.S. imposes only a 5.7 percent duty on Canadian-made floorcoverings sold here," Locigno pointed out.

The Teamsters also took exception to two trade inequities that are not addressed anywhere in the proposed agreement. The first is the current unfairness that exists between the U.S. and Canada in the trucking industry. "Currently, Canada's restrictions on trans-border trucking severely limit the ability of U.S. companies to compete in that country while Canadian companies have been able to operate with relative freedom in the United States since trucking deregulation was approved in 1980," Locigno noted, adding that the agreement would lock in this U.S. disadvantage for many years to come.

Finally, Locigno expressed the Union's concern over the agreement's failure to address the problem of unfair Canadian subsidies. The Canadian system of subsidization, he said, "gives Canadian firms a competitive advantage over their competitors not only in the United States but around the world. This system, which promotes the fundamental unfairness in our trade with Canada, cannot be left unaddressed. And yet, the Free Trade Agreement does not require or speak to the removal of these subsidies. Rather, it leaves them in place, and compels U.S. industries to compete against the Canadian government rather than against their private enterprise," Locigno maintained.

Locigno noted that the Canadian Labor movement, as well as the AFL-CIO, joined the Teamsters in opposing the pact. He concluded his testimony urging the Congress to send the proposed agreement back to the table for renegotiation "to seek a more equitable and satisfactory result."

"American Family Celebration" Day Will Focus Attention on Key Concerns

On Saturday, May 14th, unions and other groups will stage an "American Family Celebration" on the Mall in Washington, D.C., between the Washington Monument and the Lincoln Memorial.

The purpose of the demonstration is to demand federal support for working families, including child and elder care, family and medical leave, as well as other family work issues. "Working for Change" is key to its theme. The gathering is being planned as part rally, part street fair, with entertainment for children as a special feature.

General President Jackie Presser has given the Teamsters' endorsement to the event and has pledged the union's support as a co-sponsor. "The International Brotherhood of Teamsters has long been dedicated to improving the quality of life for workers and their families. . . . We join with our fellow union brothers and sisters in this 'American Family Celebration', and lend our full support."

One of the key issues the celebration will address is that of child care. Following is a recent article reprinted, in part, from AFL-CIO News, *on this important concern.*

More than two-thirds of the new entries into the labor force in the past decade have been women, and two-thirds of all pre-school children will have a mother in the workforce, as will four out of five school-age children.

Unfortunately, this growing need for quality child care comes at the same time as a growing sense of urgency about the inadequacy of current care—high cost, limited supply and uneven quality of existing child care arrangements.

Too Much Cost, Too Little Care

The result is stress and absenteeism imposed on working parents, as well as stress on the family budget:

- parents pay an average $3,000 per year for even inadequate care;
- that $3,000 price tag is half the income of a minimum wage family and 10 percent of the average family's income.

The national significance of the problem is shown in the numbers: working parents have 10 million children under age 6 and 16 million more between ages 6 and 15.

In recent decades, a handful of far-sighted employers and a few state governments have made some halting efforts, but the response of the federal government has been confined mostly to a tax credit, which averages only $347 per family. Other federal programs have suffered drastic cutbacks since 1981. One valuable program, HeadStart, has four children on the waiting list for every one enrolled.

These needs have spawned a national campaign to insist on affordable, quality child care, with the federal government playing its proper role of leadership.

For more than a year, a broad range of organizations, including a number of unions, religious, social welfare, civil rights, professional women, educational and medical organizations, have been participating in the Alliance for Better Child Care Services.

This cooperative effort has resulted in the development of the Act for Better Child Care Services, called the "ABC Bill." It would make child care more affordable for low- and moderate-income families, improve the quality of child care, increase the number of facilities, as well as the number of qualified day care personnel, and coordinate child care resources.

The Federal Role

The ABC Bill was introduced in November 1987 as Senate bill S. 1885, sponsored by Sen. Christopher Dodd (D-CT), and as House bill H.R. 3660, sponsored by Rep. Dale Kildee (D-MI).

The bill is co-sponsored by 33 senators and 138 members of the House. Many feel that the political climate is more favorable now for the possible acceptance of a federal initiative.

ABC authorized $2.5 billion for fiscal 1989 (and such sums that are necessary for fiscal years 1990 through 1992) and requires a 20 percent match of funds from state government. Not more than 10 percent of the funds will be spent on administration, and 15 percent is to be spent on improving existing facilities, monitoring compliance with federal standards, and the development of resource and referral programs.

The remainder is to be spent on direct services to children. States will be required to establish grants and low-interest loans for start-up and construction costs for new facilities and renovating and improving existing facilities.

Action Program

Since the budget is the overriding issue in Congress, any new federal program will be extremely difficult to enact and get funded. A major effort on the state and local level will be necessary to move the Congress to act.

AFL-CIO unions are urged to:

1. Join with and support the collaborative effort of the Alliance for Better Child Care operating in your state.

2. Publicize the need for an increased public commitment for child care through newsletters, local press, speeches, and with state and local elected officials.

3. If your senators and congressionial representatives are already co-sponsors of the ABC Bill, encourage them to protect it from unreasonable cuts and compromises.

4. Urge your members of Congress who are not on the bill to sign on as co-sponsors.

On the national level, affiliates are urged to join the Alliance for Better Child Care, encourage their Washington legislative representative to attend the ABC meetings and coordinate their lobbying efforts with Jane O'Grady, AFL-CIO Legislative Representative. Other staff persons interested in child care are invited to attend ABC meetings, which deal with both national and state-wide efforts.

Zimbabwean Labor Official Visits the IBT

Since the Teamsters' reaffiliation with the AFL-CIO, the IBT has become active in the Federation's international affairs program. One of these programs, the international visitors program, provides an opportunity for labor officials from around the world to visit the United States and meet with their counterparts in the American labor movement.

The IBT's first visitor under this program was Farayi Makanda, general secretary of the Transport and General Workers in Zimbabwe. Makanda's union is comprised of inland navigation workers, urban and rural bus crews, freight and haulage crews and taxi drivers.

Hosted by the AFL-CIO African-American Labor Center, Makanda visited seven U.S. cities, including Washington, D.C.; Baltimore; New York; Chicago; Baton Rouge; Houston; and Atlanta. The objectives of the trip were to allow him to observe U.S. transport union practices, including collective bargaining, organizing, member servicing and educational programs. Makanda was also interested in examining the operations of American union pension plans as well as the U.S. social security system and unemployment insurance programs.

While in Washington, Makanda visited the IBT headquarters. He met with Paul Locigno, director of Governmental Affairs, and discussed a number of labor-related topics. Makanda toured the IBT building and was briefed by Cindy Impala of the IBT Education Department and the staff of the IBT Information Center about the programs and services they provide.

Because Makanda had expressed an interest in Operation P.U.S.H., Reverend Jesse Jackson's campaign for the promotion of human rights, Locigno accompanied Makanda on a short visit with Reverend Jackson. Makanda, who had heard of Jackson and his program from as far away as Zimbabwe, was delighted that the meeting could be arranged.

Cindy Impala of the IBT's Education Department briefs Farayi Makanda, general secretary of the General Transportation Workers' Union in Zimbabwe, during his recent visit to IBT headquarters.

Makanda also visited in Atlanta with Local 728 Secretary-Treasurer Lamar Mathis. The two discussed many of the questions that Makanda had and other areas related to the daily operation of a local union involved in the transportation industry. Mathis presented Makanda with a Local 728 steward's jacket, which the Zimbabwean official promised to wear proudly.

TeamCare Builds Successful Program

TeamCare, an innovative health care program developed by the Central States, Southeast and Southwest Areas Health and Welfare Fund, recently celebrated its third anniversary. The service has achieved an impressive record of providing Teamsters with high-quality, cost-effective health care during its brief existence.

Many people who are fortunate enough to have insurance have been lulled into a false sense of security. Since the insurance company pays most of the bills, they figure that they don't have to worry about price increases. In reality, the opposite is true.

As health and welfare funds pay more for their members' health care, they eventually have to rely on additional contributions from employers in order to maintain benefits. The more an employer has to pay for health insurance, the less it has available for wages and other benefits.

Quality Health Care Plus Cost Containment

The need for cost containment—without sacrificing the quality of health care service—is clear. At a national press conference held to announce the new TeamCare program in 1985, Teamster General President Jackie Presser said, "We are all well aware that health costs have been skyrocketing. That money has been coming out of our members' pockets. [It] could have gone to wages or to pension benefits. I'm tired of this constant drain on our members and on our health funds."

Since its creation, TeamCare has been saving money for the Central States Fund by developing direct relationships with doctors and hospitals to care for Teamster members. Program representatives are choosing those physicians, hospitals and health care centers that are very concerned with providing quality care.

Using the vast size of the Teamsters Union as bargaining leverage, TeamCare negotiates fair and stable prices with the doctors, hospitals and clinics. Under the agreements, health care providers charge an agreed-upon fee for every service, such as an office visit or X-ray, and agree not to raise their fees beyond certain specified, reasonable rates.

Network Established in Six Metropolitan Areas

TeamCare is strictly a voluntary program. If a member chooses not to participate in the program, he or she will continue to enjoy, with no changes, his or her present medical coverage under the Central States Health and Welfare Fund.

Any Teamster member or retiree who is covered by the Central States Fund and lives in one of the six metropolitan areas where TeamCare is currently functioning is eligible to participate in the program. The cities where a TeamCare network has been established include: St. Louis, Missouri; Kansas City, Missouri; Omaha, Nebraska; Birmingham, Alabama; Minneapolis, Minnesota, and Louisville, Kentucky.

TeamCare offers the finest health care coverage available. Eligible Teamsters joining the TeamCare program enjoy extraordinary benefits at no extra charge—as long as they use only TeamCare-member doctors, hospitals and health clinics.

Enthusiastic Response From Local 600

The response to TeamCare has been enthusiastic. A recent meeting designed to explain the focus and benefits of the program, which was hosted by Tim Barnes, president of Local Union 600 in St.Louis, drew over 2,800 interested Teamster members and their families. Over two-thirds of the Teamsters eligible to use TeamCare in St. Louis have signed up to use the program for 100 percent of their medical care needs.

In Birmingham, 83 percent of the Teamsters eligible signed on to the program as did 73 percent in Kansas City. The remainder of the Teamsters in these areas are eligible to use TeamCare providers for their health care needs, but will not receive the additional benefits that the program offers.

Plans for the Future Will Expand Program

Teamster leaders and TeamCare administrators hope that the program will eventually be available to Teamsters in every city with 500 or more Central States Health and Welfare Fund participants or Central States Pension Fund retirees. Identifying quality health care providers and negotiating fees is a very time consuming process, one that cannot be rushed.

Acting together, Teamsters and TeamCare are making a real difference in containing rising health care costs. Meanwhile, thousands of Teamster members and their families are enjoying top-quality medical care, with unprecedented new benefits.

Teamster Local Helps Build DRIVE

Local 70 in Oakland, California, recently kicked off a highly successful campaign to sign new participants in DRIVE, the International Union's political action fund.

Members at the Oakland Scavenger Company and at a number of trucking firms covered by the National Master Freight Agreement signed authorization cards that provide for a $1.00 weekly check-off deduction that employers will remit to the DRIVE program. The latest effort by Local 70 supplements earlier DRIVE sign-ups that took place in late 1986 and early 1987. Over 700 members signed DRIVE check-offs in the earlier campaign. This latest recruitment netted an additional 400 members.

Local 70 has long been active in the DRIVE program and is one of its largest participants in the Western Conference. Chuck Mack, the Local's Secretary-Treasurer, who participated in the latest round of sign-up meetings, credits Business Agents Larry Dias and Marty Frates for the campaign's success at Oakland Scavenger. According to Mack, they were at the Scavenger locations by 4:30 a.m., met and talked with the people, and answered questions about the DRIVE program.

Scavenger Chief Steward Tom Craig and Louis Magallon, a Local 70 member who works at the company, also received high praise for their efforts. "Their relationship with the members and knowledge of the company were instrumental in the fine participation of Oakland Scavenger employees," said Mack. Helping to direct the sign-ups for Local 70 was International DRIVE representative T. Tommy Cutrer. "T" was also there every morning at 4:30 answering questions and educating the membership as to the program's importance.

Teamster members at other worksites represented by Local 70 also beefed up their participation in DRIVE. These included members at Chem Central, Nabisco, Unisource, DiSalvo, PIE, Pacific Steel and Supply, National Can, and Sterling. Check-off authorizations were signed by new DRIVE participants at each of these locations. Mack said that even though the Local has met its initial goal of 1,000 DRIVE sign-ups, a new goal has been established—1,500. "We expect to reach that level by mid-Spring" Mack said.

Teamster members of Local 19, Grapevine, Texas, employed by Southwest Airlines are strong supporters of the DRIVE program.

Local 70's Secretary-Treasurer Chuck Mack (second from left), welcomes the participation of new DRIVE members Bob Baitinger, Richard Chavez, Gil Francis and Clarence Satterwhile (left to right).

Texas Teamsters Support DRIVE

Texas Teamsters have long been some of the biggest supporters of the DRIVE program. Under the direction of Charles E. Haddock, president of the Texas Conference of Teamsters, their commitment has increased. Local Union 745 in Dallas, Texas, of which Haddock is secretary-treasurer, is the largest contributor to the DRIVE program in the United States.

Late last year, Local Union 19 in Grapevine, Texas, negotiated language as part of its labor contract with Southwest Airlines that allows its 250 members working for the company to make weekly, check-off contributions to the Teamsters' political action fund. Teamsters owe a sincere debt of gratitude to the airline's Chief Executive Officer, Herbert D. Kelleher, for his total cooperation in making the opportunity for increased political action a reality.

Local 19 represents the airline's employees at two locations—Dallas and Houston, Texas—where the members work as mechanics, inspectors, stock clerks and cleaners. Due, in part, to a pattern of harmonious labor relations, Southwest Airlines has a modern fleet of Boeing 737's and operates one of the most profitable and productive airlines in business today.

Consumer Information:

Could You Correct a Credit Billing Error?

Fighting a computer over a credit billing error can short-circuit anyone's patience. But even computers, and the companies who own them, must play by the rules.

Has a credit card company ever charged you twice for the same item? Or has a company failed to properly credit a payment made on your account?

In such cases, the rules are set down in the Fair Credit Billing Act (FCBA). The act outlines procedures for correcting errors in billing disputes. These new rules of the electronic age usually apply only to "open end" credit accounts, credit cards, revolving charge accounts and overdraft checking.

What You Must Do

If a consumer feels mistakenly billed, he or she must send a letter to the creditor who made the billing error at the address for billing error notices. The letter must reach the creditor within 60 days after the first billing containing the error was received.

The letter should include your name and account number, along with the amount of the error and the reason you believe the mistake was made. It is a good idea to send the letter by certified mail for proof of your action.

Under the Fair Credit Billing Act, only billing errors—not complaints about the quality of goods and services—are subject to the settlement procedure. These include:

- Charges not made by you or someone authorized to use your account.
- Charges improperly indentified, on a different date or for a different amount than that shown on the statement.
- Goods or services you did not accept, or which were not delivered according to the agreement.
- Failure to credit your account properly.
- Computational or accounting mistakes.
- Failure to mail your statement to your current address, provided you notified your creditor of your address change at least 10 days before the billing period ended.

What the Creditor Must Do

After receiving your complaint, the creditor must acknowledge it within 30 days. The creditor then has two billing cycles (no more than 90 days) to correct the mistake or explain why they believe the bill is correct.

Under the FCBA, you can withhold the disputed payment until matters are resolved. However, you must pay any part of the bill that is disputed, including finance and other charges on the undisputed amount.

If a mistake has been made by the creditor, you do not pay any finance charge on the disputed amount. Your account must be corrected for either the full amount, or for part of that amount along with an explanation of what you still owe. You then have the time usually given on your type of account to pay any balance.

If the creditor still maintains the bill is correct, he must inform you in writing. You can then ask for copies of relevant documents. At this point, you will owe the disputed amount plus any finance charges that accumulated while it was disputed. You may also have to pay the minimum payment amount missed because of the dispute.

At the conclusion of the FCBA procedure, notify the creditor if you still contest the bill. At this time he can report you as delinquent but he must also report that you don't believe you owe any money and are contesting the bill. The creditor must notify anyone who received information about you once the bill is settled.

Other Creditor Responsibilities

According to the Federal Trade Commission, creditors have other responsibilities under the Fair Credit Billing Act. They must:

- Give you written notice when you open a new account, and at other specified times, describing your right to dispute billing errors.
- Mail or deliver your bill to you at least 14 days before the payment is due, if you are given a time period within which to pay the bill without incurring additional finances or other charges.
- Credit all payments to your account as of the date they are received, unless not doing so would not result in extra charges.
- Promptly credit or refund overpayments.

Notice

To All Members

Union dues, fees, assessments and DRIVE donations are not deductible as charitable contributions for federal income tax purposes.

Teamster Honored as "Man of the Year" By National Leukemia Association

Teamster members join the National Leukemia Association's Man of the Year recipient William P. Cutolo, president, Teamsters Local 861, New York, New York, during a recent Salute to Labor Weekend in Atlantic City, New Jersey. Pictured left to right are: Anthony Distinti, president, Local 277, Woodside, New York; Cutolo; Allan D. Weinberg, executive director of the National Leukemia Association, Inc.; Dr. Timothy Gee, chairman of the medical advisory committee of the National Leukemia Association; Vincent J. Ricciado, international president of the International Union of Carpenters and Allied Workers; and Nick Emanuele, president, Local 875, Elmhurst, New York.

William P. Cutolo, president of Local 861, New York, New York, received the National Leukemia Association's Man of the Year award at the annual "Salute to Labor" weekend at Harrah's Hotel and Casino in Atlantic City, New Jersey. Cutolo serves on the Association's Board of Trustees.

Over 500 guests packed the grand ballroom to honor the Teamster leader, who pledged that he would never forget the families and children who suffer from the ravages of this dread disease. Cutolo promised to continue his efforts in raising leukemia research dollars so that the causes and cure for this illness can be found, and so that children of tomorrow will not have to suffer its effects.

The National Leukemia Association, Inc., is a non-profit organization consisting of dedicated volunteers who, for more than 20 years, have raised funds to support research, while assisting families in need with Patient Aid Services.

Leukemia a Leading Killer Of Children and Adults

Leukemia kills more children annually than any other disease, and kills more adults than children. A disease of the blood-forming tissues, it affects the bone marrow, the lymph nodes and the spleen.

Every seven minutes of every day, one American is diagnosed with the disease; every 13 minutes of every day, one American dies with leukemia.

It is not widely known that most of the life-saving modern approaches to all types of cancer treatments were first pioneered through leukemia research. Today, prominent scientists in the medical community believe that once a cure for leukemia is found, many other types of cancer can be obliterated.

Association Names Scholarship after Teamster Honoree

Gilbert Schwab, president of the National Leukemia Association, stated that the organization's Trustees were delighted to have a fellow Board member receive the prestigious award.

In honor of the occasion, the Association will name a William P. Cutolo Scholar at the next meeting of the Medical Advisory Committee of the National Leukemia Association.

SOCIAL SECURITY?

MANY PEOPLE ONLY KNOW HALF THE STORY.

Ad Council

Get the whole story from the free booklet, "Social Security, How it works for you."

Write: Social Security Pueblo, Colorado 81009.

Teamsters Take Part in Easter Seal Telethon

With the Easter season upon us, the Teamsters Union was honored to take a part in the National Easter Seal Society's 17th annual telethon.

The 1988 Easter Seal Telethon was held March 5–6, and the Teamsters were on hand to lend their support. In two 60-second spots televised from Hollywood, California, the International Brotherhood of Teamsters presented contributions totaling $201,000.

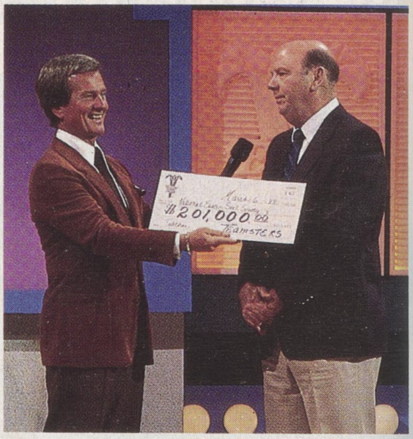
The Teamsters' nearly two million active and retired members have been strong supporters of Easter Seals for many years, and their support will continue into the future.

Teamsters have shown support through their never-ending efforts to raise funds for the 1988 telethon, and for annual Easter Seal Telethons over the years. Through the use of these funds, the National Easter Seal Society is able to educate the public about the prevention of many disabilities.

When General President Jackie Presser came into office in 1983, one of his foremost priorities was to assist and support charitable organizations. On an individual basis, Teamster members also contribute their money, time, facilities, or whatever it takes when their fellow citizens are in need.

Proceeds of the telethon help support community-based rehabilitation services throughout the nationwide network of Easter Seal facilities and programs. More than one million persons receive Easter Seals assistance each year.

Presenting the check during the telethon broadcast on behalf of Teamsters General President Jackie Presser, General Secretary-Treasurer Weldon Mathis, the Teamsters General Executive Board, and the entire International Brotherhood of Teamsters was International Vice President Jack Cox, who congratulated the Easter Seal Society on the research it provides. Cox also praised the organization for the high quality patient care offered to the many disabled citizens in this country. "We want everyone out there watching to know that the Teamsters firmly believe in Easter Seals and that we appreciate the hard work the Society has done for the many beneficiaries."



Telethon host Pat Boone (left) with Vice President Jack Cox.

The International Brotherhood of Teamsters has supported Easter Seals for many years, and has witnessed the growth and the progress that has been made in helping disabled persons. The Union is proud of its longtime involvement in the work of the National Easter Seal Society, an involvement that will continue.

Teamsters were proud to be a part of the 1988 Easter Seal Telethon. The National Easter Seal Society is one of the Union's favorite charities, and the IBT will continue to do whatever it can to further the research necessary to assist disabled people.

Teamsters Support Coal-Slurry Legislation

Teamsters have joined with other construction industry labor organizations in support of coal-slurry pipeline legislation—S.801 and H.R.1531—which would better enable builders of coal-slurry pipelines to expand related technology throughout the country.

The building of coal-slurry pipelines would create an estimated 400,000 jobs for American workers, save the nation $1 billion through increased coal transport efficiency, and help America free itself of continued dependence on foreign oil.

Bob Georgine, President of the Building and Construction Trades Department, AFL-CIO, spoke recently to the IBT's Building Material and Construction Trade Division's annual conference. Georgine noted that the coal-slurry pipeline issue was a key legislative concern needing the Teamsters' support.

That support has been pledged by General President Jackie Presser who has written to members of Congress on the issue. "The need for passage of this legislation remains crucial to the nation's interests," Jackie has said.

"Enactment will ensure America's independence from foreign oil sources," the Teamster leader added. "It will help revitalize our nation's domestic coal industry....Thousands of jobs will be provided to skilled American workers in the construction and maintenance of these energy supply lines."

Teamsters are being asked to urge their members of Congress to support passage of H.R.1531 and S.801. With their help, the idea for a coal-slurry pipeline can become a reality.

Coal-Slurry: Dispelling the Falsehoods

COAL-SLURRY PIPELINE

When President John F. Kennedy proposed coal-pipeline legislation no one could have conceived that such a cost-effective and proven technology might be essentially barred from use for at least 25 years. But since 1963, railroad interests have successfully blocked passage of coal-slurry legislation by promoting falsehoods relating to the technology and its effects. Here are the facts:

Coal-slurry pipelines are *not* a threat to the environment. The technology is clean, noiseless and safe. Water discharged from coal-slurry pipelines must comply with all federal, state and local clean water laws and other environmental regulations.

Coal-slurry pipelines will *not* cost railroads essential operating revenue. Federal eminent domain legislation will only allow pipelines to compete with railroads for coal transportation. In fact, if future demand for coal increases, it will mean increased revenue for everyone, including the railroads.

Coal-slurry pipelines *will* bring direct benefits to American consumers. Public utility commission regulations require that, if utilities save money on transportation costs, the resulting savings must be passed on directly to the consumers.

Coal-slurry technology *is* cheaper than rail transportation. A recent study by the Energy Information Administration found that transporting coal by pipeline would cost $12-20 per ton less than transportation by rail. Help dispel these falsehoods today. Write your senators and representative and urge them to pass S.801/H.R. 1531.

A Message From the Building and Construction Trades Department, AFL-CIO.

PRESERVE AMERICA'S FREEDOM

Register to Vote.

To deserve freedom you have to preserve it. ★ Freedom is everybody's business, and it isn't free—you have to work to keep it. ★ Without the right to vote, and without voting, you end up losing your claim to freedom. ★ And you may not vote, if you are not registered.

THE INTERNATIONAL **TEAMSTER** MAY 1988

Members Vote on Master Freight Agreement

PROPOSAL

NATIONAL MASTER FREIGHT AGREEMENT

Establishing National Union Standards
For the period
April 1, 1988-March 31, 1991

The proposed National Master Freight Agreement
establishing National Union standards have been
greed to by Trucking Management, Inc
egional Carriers, Inc., on behalf of thei
n approval, the establish
tiated with the re

BALLOT

Do you vote to accept the proposed National Master Fre
ogether with the applicable supplements, and the national
stablished thereby?

Put an "X" in the appropriate box

YES ☐ NO ☐

(DO NOT PUT YOUR NAME OR
ANY IDENTIFICATION ON THIS BAL

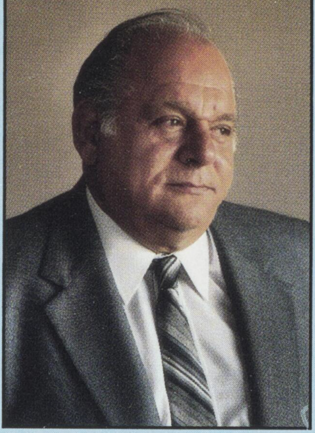
THE PRESIDENT'S MESSAGE

I have been in the labor movement for four decades now and never can I recall a tougher, more demanding, or more important negotiation than the bargaining talks for this year's National Master Freight Agreement. As Co-Chairman of the National Negotiating Committee, and as General President of this Union, it was a challenge which I eagerly awaited, notwithstanding the recognition that negotiating a new contract in these chaotic times would be a trying experience.

I want to take this opportunity to express my gratitude to all the members of the National Freight Industry Negotiating Committee. Every Teamster can take pride and satisfaction in the talent and persistence of our seasoned freight negotiators. Their first-hand knowledge and experience, as well as their agility and patience, kept the talks progressing in a positive direction even when stalemate seemed all but inevitable.

Everyone involved in this area knows that the general freight hauling industry in 1988 does not even remotely resemble the stable, efficient and safe transportation system that moved this nation's goods for more than 40 years. Nevertheless, our negotiators were able to arrive at a contract that embodies those qualities which are fundamental to sound collective bargaining agreements. It provides for the finanical security and the job security of our members who are employed in the freight industry and, thereby, provides for the security of those members' families.

The crucial advantage that we held going in to negotiations was the fact that we were very well prepared. As we did in 1985, we took the time to find out exactly what our general freight members needed and wanted in a new contract. Once again we surveyed our freight membership and took the time to solicit contract proposals from our freight locals. The National Negotiating Committee then summarized and analyzed the results of our survey and proposal collection. In sum, we couldn't have been better prepared.



Jackie Presser

Nevertheless, negotiations were strenuous. This agreement is one of the most expensive ever negotiated in the freight industry. The modification of new hire rates alone will cost the industry millions of dollars by forcing the companies to pay these workers the fair wages to which they are entitled. Some individuals in this category will receive wage hikes as high as 20 percent with no worker getting less than a 10 percent increase. This, of course, is in addition to the wage increases we were able to achieve for regular and casual employees, as well as substantial pension improvements and health and welfare benefit increases.

In the eyes of industry negotiators, these increases amounted to astronomical costs. Of course, throughout these talks, we remained careful not to demand an agreement that would knock this industry on its back. Teamster freight employees recognize that we can only attain job security if the unionized sector of the industry remains competitive with the non-union sector. This agreement reflects that recognition. Since 1979 jobs under the National Master Freight Agreement have shrunk from around 300,000 to 200,000 today. Somewhere the line has to be drawn in order to protect the membership from any further loss of employment.

On the other hand, we fought and fought hard to keep our members in the economic mainstream of American society. As one who understands the needs and concerns of Teamster freight members, I know we were successful. Persistence, realism and hard bargaining has paid off in a quality 1988 National Master Freight Agreement that the membership can strongly support.

Elsewhere in this issue of *The International Teamster*, you will find a feature article on workers' "right to know" about chemical hazards in the workplace. Thanks in no small measure to the determined lobbying of Teamster representatives, on May 23 of this year millions of American workers will enjoy a new OSHA "right to know" standard for the hazardous substances found at their job site. The article goes into great detail about the training and information that workers in transportation, construction, services, and other industries are now entitled to receive. This new government regulation will apply to hundreds of thousands of Teamster jobs and I urge all the members to read this month's safety and health feature.

Fraternally,

Jackie Presser

THE INTERNATIONAL
TEAMSTER
DEDICATED TO SERVICE

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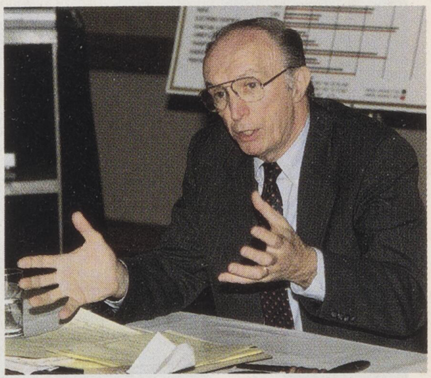

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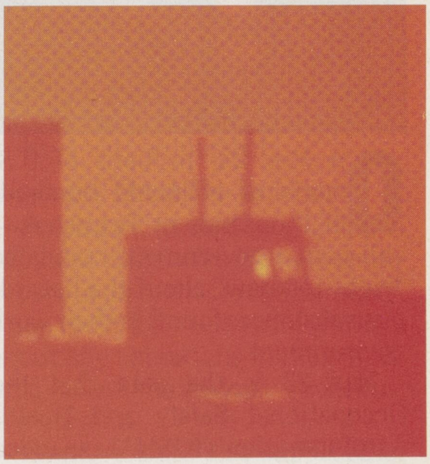

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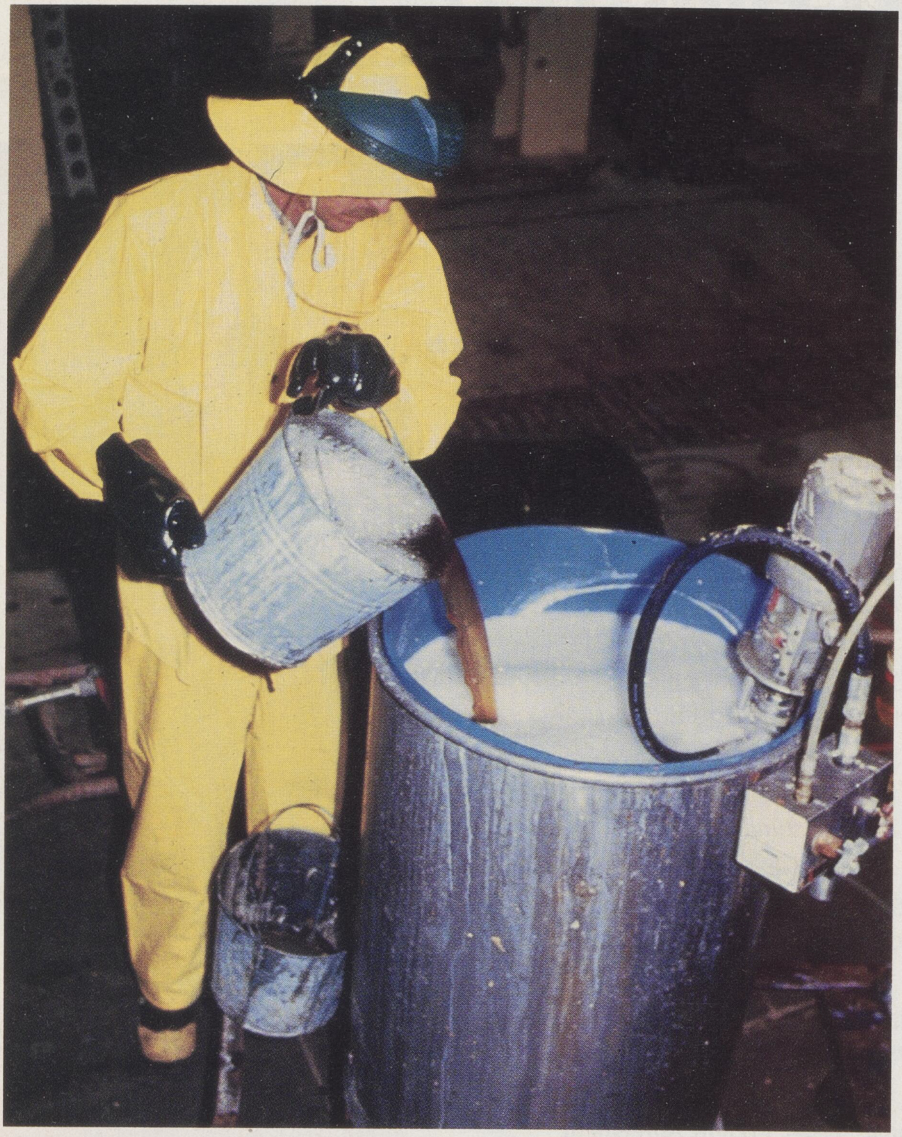
New Workplace Rules:

Your "Right to Know" About Chemical Hazards



On May 23, millions of U.S. workers—including hundreds of thousands of Teamsters—will gain a government-mandated "right to know" about the hazardous substances found in their work environment.

May 23 is the date that the Occupational Safety and Health Administration's (OSHA) expanded Hazard Communication Standard goes into effect. This means that most workers in transportation, construction, services, and other industries will be entitled to OSHA-required training and information about toxic substances that they are exposed to on the job. Until now, this has been required only for workers in manufacturing industries.

Special Chemical Hazard Training Regulations

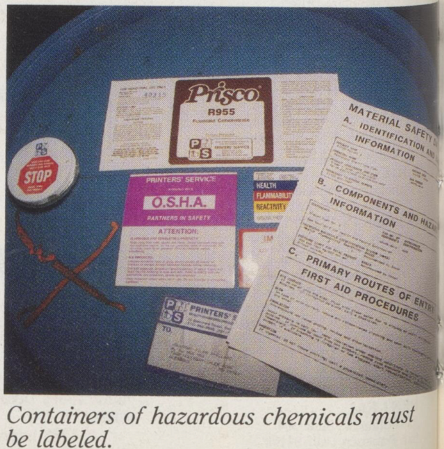
One of the most important benefits of this standard is the special safety and health training it mandates for every worker exposed to hazardous chemicals. All covered employees are supposed to have initial training by May 23. After that, workers must be trained when they are first assigned to a chemical hazard area, and whenever a new substance is introduced into their work area.

The training must explain the nature of the hazards that these chemicals pose to workers. It must also cover how these chemicals can be detected—such as by appearance, by odor, or by the employer's air monitoring. Employees must be told what the employer is doing to protect them, and what they can do to protect themselves. The training must also include an explanation of the chemical labeling system, Material Safety Data Sheets, and how employees can get this information—and use it.

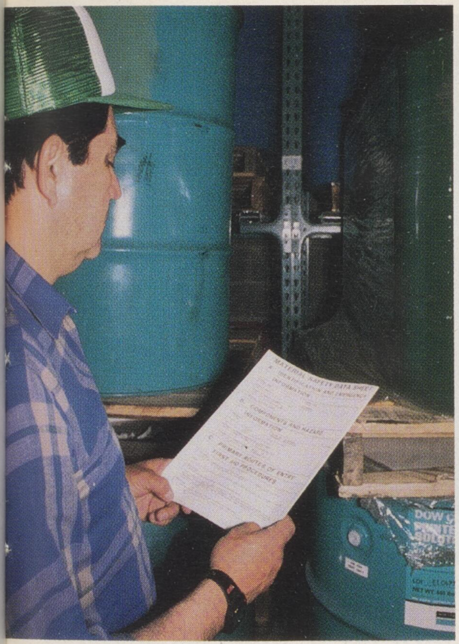
Material Safety Data Sheets

Another very important feature of the new rules is that employers must have a Material Safety Data Sheet (MSDS) for every hazardous chemical in the workplace. OSHA requires the employer to have these MSDSs available for workers to look at in their work areas during every shift.

A MSDS is a detailed fact sheet that describes the health hazards and symptoms that a chemical may cause. It tells about any exposure limits set by OSHA, the chemical manufacturer, or other groups. The sheet should describe the kinds of measures employers will use to protect employees, including special precautions for maintenance or repair work. It should also de-



Containers of hazardous chemicals must be labeled.


Material Safety Data Sheets must be available in work areas.

Workers exposed to chemicals must receive training on risks and protective measures.

scribe procedures covering clean up of spills and leaks, and emergency and first aid procedures.

One of the most critical features of the Material Safety Data Sheet is that it (usually) tells what the actual hazardous ingredients are.

Employers are required to make a list of all of the hazardous chemicals in the workplace. This list must be available upon request to employees and union representatives. (This does not include chemicals handled only in sealed containers.)

Containers of hazardous chemicals must be labeled with the name and a brief description of what kinds of effects the contents may have on people. The only time a container does not have to be labeled is when the chemical is going to be used right away by the worker who puts the chemical into that container.

For stationary tanks the employer can use signs, placards, or batch tickets instead of labels.

Any employer who uses, produces, or distributes chemicals must have a *written* hazard communication program. This program is supposed to describe how the employer will go about training and informing its employees about chemical hazards. It will also cover the employer's procedures for container labeling, and for handling Material Safety Data Sheets.

Many chemical-related accidents occur when workers are cleaning out tanks, or doing maintenance-type work—especially in confined spaces. So the part of the written Hazard Communication Program that describes how the employer informs workers about the hazards of such "non-routine" tasks is very important.

Workers Must Be Informed

Employers covered by this OSHA standard must inform their workers about all of these requirements. They must also tell their workers about any operations in their work area where hazardous chemicals are present.

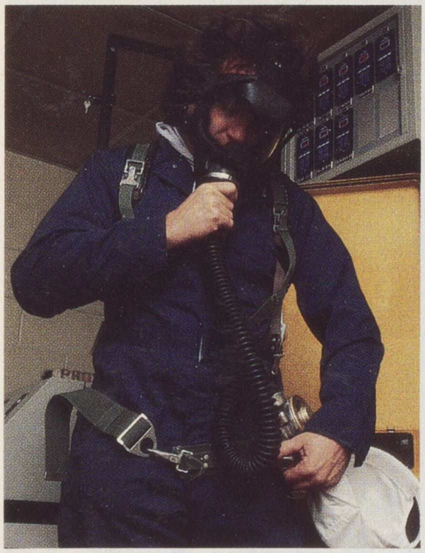
Employers are also supposed to tell the employees where the chemical list, Material Safety Data Sheets, and written Hazard Communication Program are kept—and how the employees can get access to them.

In some Teamster workplaces, such as some trucking and ware-

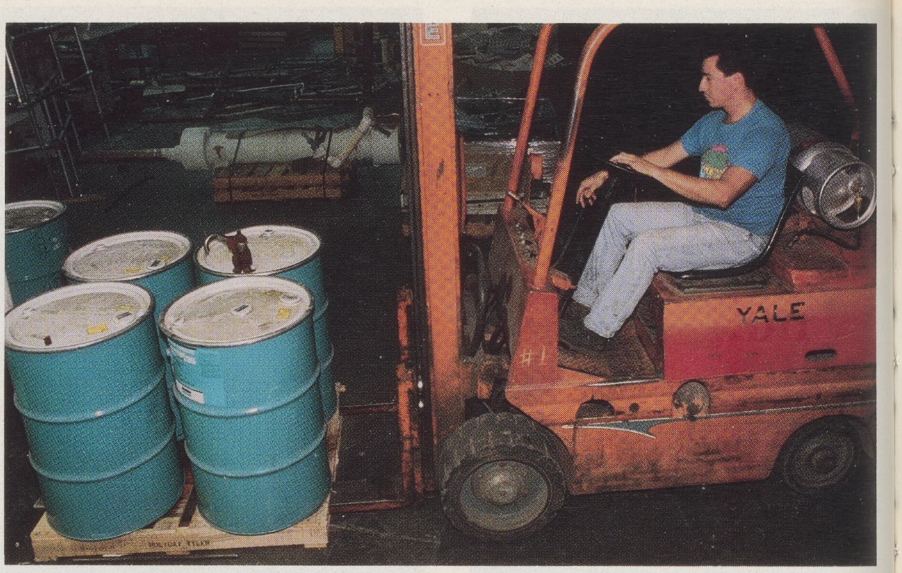
Exposed to Hazardous Substances at Work?

By May 23, 1988, your employer must:

1. Have Material Safety Data Sheets on every hazardous substance to which you are exposed, and make these accessible to you during your work shift, in your work area.
2. Give you special health and safety training on the hazardous substances in your work area.
3. Tell you how you can get access to:
   - A list of hazardous chemicals in your workplace.
   - Material Safety Data Sheets.
   - The company's written Hazard Communication Program.



Special protective gear is required for some work tasks.



Employers must list all hazardous substances in the work place.

housing facilities, employers will not have to comply with all of the Hazard Communication Standard requirements for those chemicals that are handled only in sealed containers. While they will not have to obtain Material Safety Data Sheets for all chemicals handled in sealed containers, they will have to make any MSDSs they do receive available to employees. And if an employee asks for an MSDS on something in a sealed container, the employer will have to obtain a copy for that worker.

Even where chemicals are handled only in sealed containers, employers will still have to provide most of the same safety and health training that OSHA requires in other industries.

Teamsters Have Pushed for "Right to Know" For More than a Decade

The Teamsters Union has been working to gain a broad "hazard communication" or "right to know" standard since the Occupational Safety and Health Administration was created.

A Teamster representative was one of four union officials on the Labor Department's Advisory Committee on Hazardous Materials Labeling, which issued its report in 1975. Even back then, the IBT called for warning labels on all containers, Material Safety Data Sheets, and special training for workers exposed to hazardous chemicals—all things that are now included in OSHA's Hazard Communication Standard.

When those union representatives were making the recommendations in 1975, they could not have guessed that it would take more than a decade before these actually took effect in American workplaces.

The Teamsters continued to fight for workers' "right to know," as it came to be called, supporting state laws, lobbying, and testifying before Congress as well as the U.S. Labor Department.

The key point that the Teamsters Union hammered at repeatedly over the years was that *all* workers, in *all* industries, need the kind of information that we are now gaining through OSHA's Hazard Communication Standard.

As a Teamster representative argued at a 1982 OSHA hearing, the Reagan Administration's effort to limit this right to information only to workers in manufacturing plants was ill-advised: "We represent hundreds of thousands of workers in non-manufacturing employment who face many serious hazards to their health because of their exposure to toxic chemical substances."

He specifically pointed to Teamster drivers and warehouse workers as people who need chemical hazard information. He also talked about the importance of the "right to know" for workers in such industries as construction, service, building maintenance, and health care.

The Teamsters repeated these arguments in Congressional hearings in 1984 and 1985. And the Teamsters supported a legal challenge brought by the Steelworkers that resulted in a 1987 court order forcing OSHA to broaden its Hazard Communication Standard to all OSHA-covered work. It is because of the court order that we have the new standard that takes effect May 23, 1988.

Teamsters and the AFL-CIO: The Spirit of Brotherhood Is Strong

Despite what many labor forecasters predicted as a slow and arduous reconciliation period, the Teamsters and the AFL-CIO have been making rapid progress in the reaffiliation process.

Representational disputes with other AFL-CIO affiliated Unions have been handled carefully but expeditiously, leaving only a few cases still unresolved.

Surprised as some “outsiders” have been about the smooth transition, every level of the union's leadership has taken its cue from the clear commitment of General President Jackie Presser and the members of the IBT's General Executive Board who unanimously voted to reaffiliate with the AFL-CIO in October, 1987.

“Once the decision to reaffiliate had been made, Jackie's strong message was that there was to be full support for the process,” explains International Vice President Walter Shea, who also serves as an assistant to the General President, and has been appointed to coordinate reaffiliation activities.

“Since reaffiliation became official, Teamsters have made every effort to cooperate with our colleagues at the AFL-CIO. We have done this at the division level, the department level, at every level,” Shea emphasized. “I am happy to be able to report,” he added, “that the great majority of disputes and differences, for the most part, have been satisfactorily worked out.”

The move towards reuniting the Teamsters with the Federation has gone unquestionably well, with much of the credit belonging to the close relationships many Teamster division and department directors maintained with their AFL-CIO counterparts over the years. “While the ties were officially severed,” Shea reports, “in many cases Teamster leaders put aside differences where it would benefit their members. Long-held bonds developed over the years were never really broken.”

Cooperative efforts remained especially strong in such areas as the building and construction trades. That IBT division is headed by Director Tom Kellerhuis.

“We managed to keep a good working relationship with other unions in our industry over the entire 30 years we were officially split from the AFL-CIO,” Kellerhuis points out. “We kept close ties to many in the industry, and maintained an ongoing dialogue through the years.”

> *“The spirit of brotherhood is strong. We are committed to our members and we are committed to one another.”*
>
> *—Jackie Presser*
> *General President*

To present a united front, Kellerhuis and his division worked hand-in-hand with the AFL-CIO Building and Construction Trades Department, and its president, Bob Georgine. Georgine, in fact, was a guest speaker at the Division's recent annual meeting, marking its 25th anniversary. “Protecting our members was always the most important thing,” Kellerhuis states. “We were never blind to the fact that we needed one another, and that we could help one another.”

A sensitivity to the value of cooperative effort is clearly important to other IBT division directors. One such believer is Public Employees Division Director Barry Feinstein. Feinstein was the force behind a recent three-day Division conference (see separate story, page 22) which focused on revamping organizing strategies for Teamsters now under the AFL-CIO umbrella.

Attending Feinstein's conference and addressing the attendees at his invitation were Gerald McEntee, president of the AFL-CIO-affiliated Association of Federal, State, County and Municipal Employees (AFSCME), and Al Bilik, president of the Public Employee Department, AFL-CIO. Both urged unity and cooperation in organizing public employees throughout America.

“We need to understand the AFL-CIO Constitution,” Feinstein emphasizes. “Reaffiliation affects our activities, it affects our organizing campaigns, it affects our strategies.

“There are five million unorganized workers in the public sector,” he stressed. “We need to work together to bring them the benefits of union representation.”

While the reaffiliation road has been paved with compromise and cooperation, no one doubts that conflicts will occur. “The Teamsters are everywhere,” Shea cautions. “And that's just where we want to be. It's inevitable that there will be disputes in the future, and that problems will arise. But we'll handle new problems just like we've handled these. We'll keep Teamsters' interests at the forefront, we'll study each case on its own merits, and we'll work things out.”

And so reaffiliation moves ahead, with differences being resolved and disputes being settled.

“The spirit of brotherhood is strong,” says Teamster General President Jackie Presser. “We are committed to our members and we are committed to one another. Together, we stand strong. United, no one can defeat us. A bright day beckons ahead for the American labor movement.”

Local 445 Wins Recognition, Backpay

Child World Organizing Campaign Brought to Successful Conclusion

Year-long pressure brought by Teamsters Local 445, Newburgh, NY, with the assistance of other Teamster and AFL-CIO leaders, has resulted in a resounding victory for 29 workers who were fired last June after they voted to join the Teamsters. The workers, employed at the huge Child World Toy Distribution Center at Stewart Airport, have now been offered full reinstatement and backpay awards totaling $240,000, along with union recognition.

Child World, the second largest toy distribution outlet in the country, had hired an employee leasing outfit named Performance Leasing to manage its employees. When those workers voted to join Local 445 in May, 1987, the employee leasing contract was immediately terminated and 29 of the 42 employees were told they would not be rehired.

Local 445 immediately filed charges with the National Labor Relations Board claiming that Child World and Performance Leasing were "Joint Employers," and as such, Child World had an obligation to bargain with the Teamsters.

"We knew that we would be involved in a lengthy battle before the NLRB," said Local 445 Secretary-Treasurer Elmore V. "Al" Schueler, "so we combined our legal strategies with direct action to achieve our goals."

Effective Boycott Launched

Schueler named Organizer Jerry Ebert as chief strategist for the effort, and within weeks the Union had put together a six-state boycott against Child World. Stores and distribution centers were picketed in New York, New Jersey, Connecticut, Massachusetts, Ohio and Missouri. Local 653 leader George Joseph, whose local union sits only minutes away from the Child World national headquarters in Avon, Massachusetts, volunteered a crew of picketers for the effort, as did Long Island Teamsters leader Joseph Cannizio, Kansas City Teamster leader Dan Johnson, and Ohio Teamster Business Agent David Liptrap. At the height of the boycott and picketing activities, AFL-CIO New York State President Edward J. Cleary came to Local 445 headquarters in New York to endorse the Child World boycott. New York, NY, Joint Council 16 President and International Vice President Joseph Trerotola offered financial and logistical support, and IBT Director of Organizing Vicki Saporta prepared boycott leaflets and helped arrange for testimony to be given before Congress on the Child World story.

MEMBERS
LOCAL 445
ON
STRIKE
AGAINST
Child World

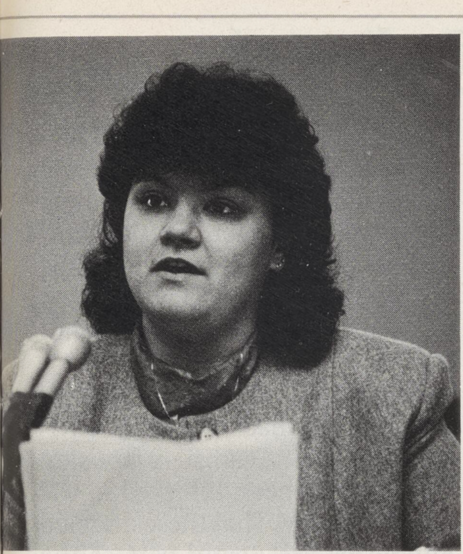
Teamsters picket Child World's national headquarters in Avon, Massachusetts.

By the holiday season, Child World had lost more than $2 million in anticipated earnings as a result of the picketing and boycott actions. The president of the company was forced to resign, as was the manager of the Stewart Airport Distribution Center.

The toll was high on the part of the strikers, too. One worker who lost her medical benefits when she was terminated found out she had cancer—yet, incredibly, found time between her therapy sessions to rejoin the picket line.

According to the testimony of Child World employee Kathy May before Congress, another worker had her financial problems build to the point where she attempted suicide, but she too returned to the strike and found much-needed support from her brothers and sisters on the line.

Finally, Organizing Director Saporta and Organizer Ebert put together a plan for a national, comprehensive campaign against Child World. They summoned Child World's attorney to Washington, D.C., where Saporta outlined some of the elements of this expanded strategy to him. The company was given a choice: either settle the case before it was scheduled to be litigated before the NLRB, or prepare for a multi-facted, nationwide campaign including a boycott and other activities.



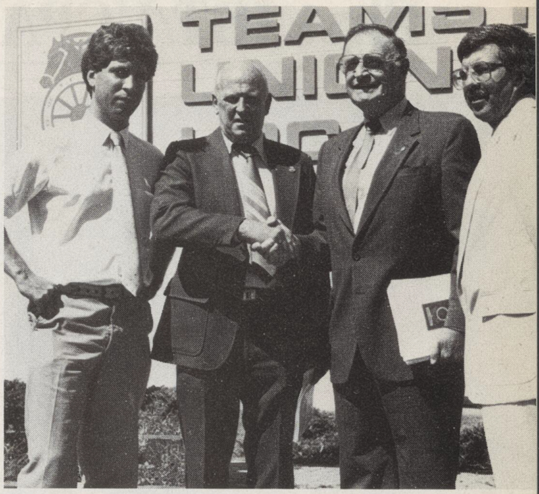
Kathy May, Child World employee, testifies before House Subcommittee on Labor/Management Relations regarding Child World's actions in opposition to employees' efforts to organize with the Teamsters.

"Having already proven we could successfully mount a regional boycott, we knew that Child World had to take us seriously," said Ebert. Within six days after the meeting in Washington, Child World agreed to return the workers to their jobs, to pay all backpay and medical expenses, and to recognize the Teamsters Union as the exclusive bargaining agent.

"The newspapers called it a total victory, and it was," said Local 445 Secretary-Treasurer Schueler. "We proved that no matter how small the unit, the Teamsters will do everything possible to protect the rights and achieve the goals of the employees seeking our assistance."

Since the victory was announced, Local 445 has been flooded with phone calls from other nonunion workers who wish to join the Teamsters. In Indianapolis, Local 135 Organizer Doug Schmidt reports that Child World Distribution Center employees also voted to go Teamster by a vote of 27–10.

"Local 445 ran a creative campaign and was unrelenting in its activities to win justice for Child World employees," said Saporta. She also had high praise for the Teamster locals and AFL-CIO officials whose joint efforts helped achieve this important victory.



N.Y. State AFL-CIO President Edward J. Cleary and Public Employees Director Arthur Wilcox (third and fourth from left), joined with Local 445 Organizer Jerry Ebert (far left) and Secretary-Treasurer Elmore V. "Al" Schueler to endorse the Child World boycott.

Umpire Makes Big Call on Coors

On March 30, The International Brotherhood of Teamsters learned that the Union has won the exclusive right to organize more than 3,000 brewery employees of the Adolph Coors Company in Golden, Colorado. Furthermore, Teamsters also won the right to share organizing opportunities with the International Association of Machinists at the smaller Coors unit of 200–250 employees at a distributing and packaging operation in Elkton, Virginia.

The decision regarding Coors was rendered by Umpire Murray Finley under the AFL-CIO's Organizing Responsibilities Procedures system, which allows no appeals from the umpire's ruling. The Teamsters will immediately accelerate their organizing activities in both Golden and Elkton.

Charles Klare, director of the Teamsters Brewery and Soft Drink Workers Conference, reacted to the good news with the statement that, "We are delighted with the decision and we will welcome the support of all AFL-CIO unions in our continuing campaign to win representation at Coors. We are now, more than ever, confident that we will be successful."

Teamsters General President Jackie Presser also hailed the decision, saying that "it represents the triumph of democracy and cooperation within the American labor movement."

Coors is alone among the nation's commercial beer producers in operating nonunion, since it succeeded in decertifying some 10 union organizations more than a decade ago. The home base in Golden, Colorado, employs in excess of 6,000 workers of whom approximately 3,200 would be in the bargaining unit for which the Teamsters are seeking representation.

Organizers plan future strategy for the Coors campaign.

The Teamsters' campaign is now almost a year old in a joint effort involving the Brewery and Soft Drink Workers Conference, the IBT Organizing Department, the Western Conference of Teamsters, and Joint Council 3 in Denver. Prior to the reaffiliation of the IBT with the AFL-CIO, hundreds of Coors employees had signed representation cards and the campaigns will now go into high gear with a target of winning a representation election and producing a collective bargaining agreement.

First IBT/UCPA Housing Venture Dedicated

Teamster International Vice President Jack Cox; Ron Cohen, executive director for UCPA in Los Angeles and Ventura Counties; and Teamster Housing Director John Joyce (left to right), proudly display the housing dedication plaque.

The first joint housing venture between the United Cerebral Palsy Associations and the International Brotherhood of Teamsters was dedicated on March 17, 1988, in Lomita, California.

The dedication/grand opening represents one of the most significant accomplishments in the IBT's national housing program. The facility is the first of its kind in the nation.

General President Jackie Presser originated the concept of Teamster-sponsored housing for retired and disabled Teamsters, and sees the Lomita venture as proof of the IBT's unparalleled expertise and experience in providing secure and affordable housing for both Teamsters and non-Teamsters, who otherwise would not have the opportunity to have their own secure homes.

The housing facility, which is near Los Angeles, fits in perfectly with a Spanish-style residential neighborhood, and is expected to be a source of great pride for the area. Twenty residents, mostly young adults, all developmentally disabled, will live in the residence. For these 20 occupants, the house grants them their first opportunity to live anywhere outside of an institution, and provides the opportunity to experience community living in a home environment.

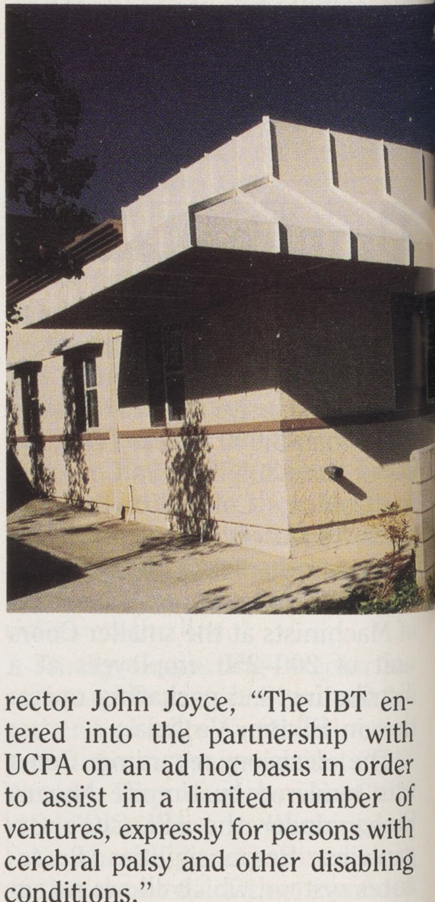
Dream Come True

"Dream-come-true", "a godsend," "the answer to my prayers," are comments of some of the residents who participated in the grand opening. The facility features not only private, comfortable, individual rooms, but also an 'around-the-clock' staff with a ratio of one attendant to three residents. The building design offers virtually every convenience to accommodate the special needs of people in wheelchairs.

Physical, occupational and recreational therapists will be on hand to work with the residents to help them overcome their physical limitations. Also, these homes will be equipped with a specially modified van capable of transporting handicapped individuals.

Everything that General President Presser had originally envisioned for the Teamsters housing program has been achieved in the Lomita facility. That these disabled Americans are now a part of the greater community is manifestation of Jackie's farsighted objective.

According to IBT Housing Director John Joyce, "The IBT entered into the partnership with UCPA on an ad hoc basis in order to assist in a limited number of ventures, expressly for persons with cerebral palsy and other disabling conditions."



Community-Based Living

Joyce also explained that, "the IBT concurs with UCPA's position on the therapeutic impact of community-based, independent living, i.e., anyone, regardless of physical or mental condition, behaves differently in an institutional setting."

Accommodating Special Needs

"The IBT is helping to correct the problem that results when disabled people, both young and old, are forced to live under inappropriate circumstances." Joyce continued. "Thus, the UCPA/IBT adopted the theory that the homes which we are sponsoring should be built to fit the special needs of these people and avoid forcing them to adapt to inconvenient housing."

The Lomita facility promises to be a spectacular success, and the grand opening was evidence that the residents are in agreement, without exception, on this point.

At the grand opening, Teamsters International Vice President Jack D. Cox was on hand to dedicate the facility. Vice President Michael J. Riley had intended to share in the celebration, but last minute schedule constraints made it impossible for him to be there. Both Cox and Riley have taken an active part in bringing this house from the drawing board and construction phases all the way through to the occupancy stage.

At the dedication, Cox referred to the Lomita facility as a "labor of love," and "proof positive of the good that can be accomplished when there is commitment to an honorable cause." Cox commended the UCPA personnel and officers who had been instrumental in coordinating with John Joyce in the "almost mind-boggling" details of funding, designing, and constructing the facility.

Largest UCPA Program

Ronald Cohen, Ph.D, who is the executive director for UCPA in Los Angeles and Ventura Counties, has been a principal in developing the Lomita program. His dedication to serving the community is widely acknowledged in the Los Angeles area and by UCPA nationally. During the grand opening celebration, Cohen mentioned that the home represented the "largest deinstitutionalization program in the history of UCPA, and that the fortunate families of the residents, for the first time, could see their disabled relatives enjoy a home-like setting instead of being cooped up in an institution."

Dr. Cohen also stated that, "UCPA's goal in Los Angeles is to try to provide humanitarian services to the severely multihandicapped, whom no one else will serve."

The partnership between the IBT and the UCPA has made all this possible. Cohen said that the membership of the International Brotherhood of Teamsters could have "no better monument to the good and just purposes for which their union stands than the IBT housing program."

Both General President Jackie Presser and Housing Director John Joyce have stated that the Teamsters Union is proud to associate with the UCPA in this venture, because what the UCPA is accomplishing for the nation's disabled citizens is nothing less than extraordinary.

Note: See interview with IBT National Housing Department Director John Joyce on next page.

The Teamsters' National Housing Program receives a great deal of assistance from a highly professional team of architects, attorneys and housing consultants.

An Interview with the IBT National Housing Department Director:

Teamsters' National Housing Program

In an effort to inform Teamsters about the IBT's National Housing Program, The International Teamster *conducted an interview with John Joyce, director of the Teamsters' National Housing Department.*

The International Teamster: *How did Teamster sponsorship of retiree and handicapped housing get started?*

Joyce: Teamsters General President Jackie Presser originated the concept in Ohio when he was an International Vice President. He brought me onboard in 1979, and that's when we started what would become a national program. The program expanded at a rapid pace, and we built seven housing complexes in various locations throughout Ohio. When Jackie Presser took over the reins as Teamsters General President, he decided that the success in Ohio should be expanded nationwide for the benefit of Teamster members and retirees, and for the general public, as well.

International Teamster: *How does the IBT acquire funding for these costly projects?*

Joyce: Funding for the ventures is derived from the Federal Department of Housing and Urban Development's "202 Construction Program." Because of the serious shortage of housing for the elderly and handicapped, HUD appropriates funds to sponsors that have the experience and organization to develop specialized programs. We, the IBT, are now recognized as the only labor union doing these projects nationally.

We submit applications once a year, usually in June. The submissions are in response to requests to the General President from Teamster affiliates across the nation. Because the competition for HUD awards is very intense and HUD has applied so many restrictions, the chances of being awarded funding are relatively slim; therefore, vast experience, management capabilities, financial resources, community support, and motivation for sponsorship become extraordinarily important factors for HUD to consider.

I am also receiving great support from the IBT Department of Legislation when I am on Capitol Hill, lobbying for our program.

International Teamster: *You have indicated that the IBT is recognized as a national sponsor for housing. Could you explain this?*

Joyce: We are receiving strong recognition and support from national advocacy groups for the elderly and disabled, national charitable groups, and from several national religious organizations. I am also receiving requests from cities across the nation to locate these Teamster facilities in their areas.

International Teamster: *What is unique about the IBT program that makes Teamster sponsorship more successful than other organizations' programs?*

Joyce: As you know, General President Presser introduced, at the 1986 IBT Convention, a "Fair Housing" resolution that passed unanimously. Since passage of that resolution, we are recognized by HUD as the only labor union to go on record in support of federal fair housing laws.

One reason for our success is that I have a strong development team working with me. This team consists of nationally recognized architects and housing consultants who have done literally hundreds of these programs throughout the years, and these individuals are known and respected by HUD. Additionally, through the General President, I work with the General Counsel of the IBT and Teamster accountants to forge these ventures through all the necessary processes.

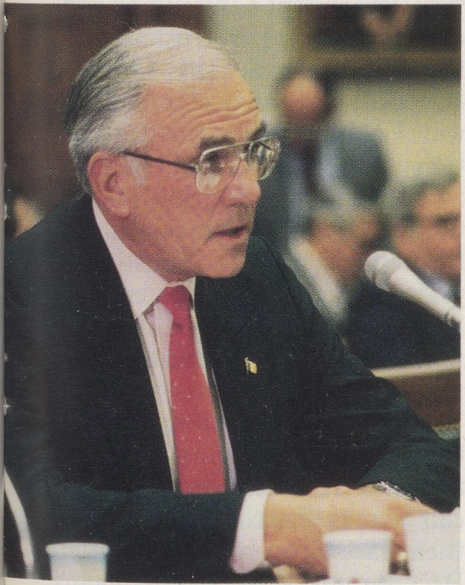
Yet another factor is our strong management policies. Our management is thorough—with strong and reasonable policy on daily operations and procedures—without being at all intrusive into anybody's privacy or privileges. Our managers and operators have contributed enormously to the credibility of our housing programs, thereby influencing HUD in its award-making process.

International Teamster: *What are the Department's plans for the future?*

Joyce: We expect to submit five to six applications annually, and we are studying other programs with the General President for future consideration.

Shea Decries Deregulation Before House Surface Transportation Subcommittee

Testifying before the House Subcommittee on Surface Transportation, Teamster Vice President Walter Shea recently told the legislative panel that the last seven years have proved to be truly disastrous ones for the trucking industry, disrupting what was once the most stable transportation system in the world.



Teamster International Vice President Walter Shea testifies before the U.S. House of Representatives' Committee on Public Works and Transportation.

In his testimony, Vice President Shea laid the blame for these conditions directly on the 1980 Motor Carrier Act which nearly totally deregulated the trucking industry. Referring to an economic survey completed by union analysts, Shea said that deregulation "has only meant rate wars, lapsed insurance coverage, lean equipment maintenance, and overworked, underpaid drivers. It has meant an unsafe transportation system replete with bankruptcies, foreclosures and unemployment."

The Teamster official derided the claims of those who say deregulation has been a success. "While on the surface these claims do not appear false, with careful examination and scrutiny, you will find that deregulation, with its open and unfettered access, has spawned carriers which cannot survive in these cutthroat business environments," Shea testified.

"While these new entrants have been able to participate in this once great industry, the privilege of operating a motor carrier for most has meant lower wages, a decline in benefits for employees and lower profits, and bankruptcies for employers. We have also heard claims of the benefits deregulation has brought to the consumer. The plain truth is, however, the only consumers that have reaped these benefits have been the shipper and the transportation broker. No benefit has been enjoyed by the true consumer, the public," he said.

Shea continued, "Congress, itself, has had to address a severe consequence brought on by deregulation. Since the passage of the discredited transportation policy, Congress has enacted three major pieces of safety legislation. The Senate has just passed another motor carrier safety bill, and this committee will continue its diligent oversight of highway safety in the near future.

> *"[Deregulation] has meant an unsafe transportation system replete with bankruptcies, foreclosures and unemployment."*
>
> *—Walter Shea*
> *International Vice President*

"Yet the shippers, the railroads, the air cargo carriers do not knock on your door with proposals to correct these problems. Rather, they come with new clever proposals to increase their share of a decreasing pie. All ask for more favors, special considerations and exemptions to save their economic hides."

Suggesting Specific Solutions

Reiterating our steadfast opposition to further deregulation of the trucking industry, Shea called on Congress to examine and take remedial action on those problems already caused by deregulation. Among the steps he urged the legislators to take were:

- Congress should devise a licensing system for shippers, as well as carriers, who engage in motor carrier operations.
- Congress should enact stiffer and more severe penalties and fines for carriers and shippers who force drivers to operate unsafe vehicles in violation of hours of service, speed and other transportation laws and regulations.
- Congress should commission a study to examine the number of carriers who operate below their own costs. The issue of rate cutting and steep discounts must be addressed so that carriers can charge a fair rate to cover their operating cost, wages, insurance and maintenance. The practice of charging rates below operating costs should be prohibited.
- Congress should examine the subversion of employees' collective bargaining rights through the clever manipulation of owner-operators, leased employees and double-breasted operations.

GEB Convenes Year's Second Quarterly Session

AFL-CIO Secretary-Treasurer Thomas Donahue became the first Federation officer to address a recent GEB session.

Airline Division Director William F. Genoese reported to the GEB on recent developments in the airline industry.

International Vice President Harold Friedman and Donald Peters with International Trustee Mitch Ledet.

Tackling one of the most ambitious agendas ever considered for its quarterly policy and working session, the Teamster General Executive Board met the week of April 12 in Scottsdale, Arizona. Virtually every policy priority of the Teamster Executive Board, from the Crusade for a Drug-Free America, to the trade bill currently before the U.S. Congress, was scrutinized, evaluated, and given the renewed and steadfast support of the Union's governing body.

> *"Our door is always open to you."*
>
> *—Thomas Donahue, AFL-CIO Secretary-Treasurer*

The April session was historic in that the board heard from an AFL-CIO official. AFL-CIO Secretary-Treasurer Thomas Donahue appeared before Board members to describe and praise the extraordinary cooperation between the IBT and the Federation since reaffiliation last November. Donahue said that everyone at the Federation is extremely pleased at the way our political, legislative, communications, research and organizing efforts are meshing together. The Federation official also said that he looked forward to future cooperative efforts in the international sphere in order to curb the abuses of multinational corporations. "Our door is always open to you," Donahue concluded.

Another guest, Dick Cordtz, Secretary-Treasurer of the Service Employees International Union, addressed the Board on Thursday and discussed the SEIU's longstanding relationship with the Teamsters and stated that since reaffiliation his union had worked very closely with General President Jackie Presser and the General Executive Board. He complimented the IBT on the great success of DRIVE and said he looked forward to continued cooperation in reaching joint legislative goals on Capitol Hill and electing prolabor candidates.

Among the weighty issues examined was the status of U.S. Justice Department's intentions concerning its proposed trusteeship of the International. The GEB received a detailed account of the widespread support the International has received on the issue from every sector and political faction of both the Democratic and Republican parties, and from grassroots organizations across the United States, and even from international organizations in Europe and Asia.

The Board was also updated on the activities of Teamster leaders and their representatives from locals across the country. Many of them have traveled to Washington, D.C., during the past several months to personally lobby members of Congress on the trusteeship issue.

Another key agenda item was the progress of the reaffiliation process with the AFL-CIO. GEB

Dick Cordtz, Secretary-Treasurer of the Service Employees International Union.

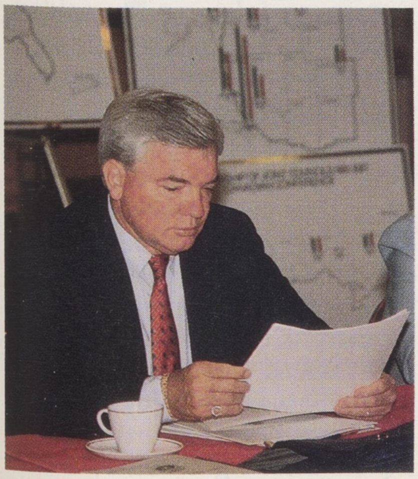
members received a comprehensive report on meetings between IBT department directors and their counterparts at the AFL-CIO, who have been sharing information on the programs and resources now available to the Union.

AFL-CIO Representative Addresses Board

The GEB also heard several presentations by IBT staff members on special projects. The Board was updated on the progress of the Teamster Retiree Housing Program, the Membership Research Survey and the Blue Ribbon Panel on Drug Abuse.

Later in the session Board members previewed two films. The first was the AFL-CIO's "Union Yes" advertising campaign. The second was an IBT Airline Division film titled "Pan Am On Collision Course" which described the tense labor management situation which currently exists at Pan American Airlines. Airline Division Director William Genoese supplemented the film with an oral presentation on Pan Am and other issues concerning the airline industry.

International Vice President Walter Shea provided an update on the National Automobile Transporters Agreement. Formal carhaul negotiations begin on April 26 in Baltimore, Maryland.



International Vice President Don L. West.

The status of the tentative new National Master Freight Contract was reviewed by all the Board members, and they carefully weighed the pros and cons of each provision of the contract. They also examined the Supplementals and all addenda.

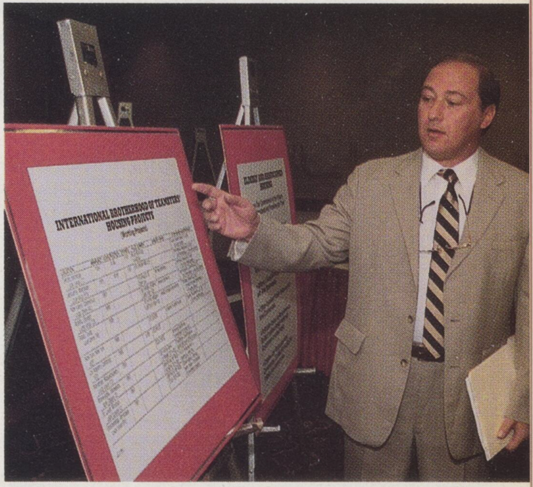
Additionally, the progress of the trade bill before Congress received considerable attention from the board members. They were updated on various provisions of the bill and on the anticipated support from individual members of Congress. One particular provision, the "workers' rights provision," an important element of the bill currently before a House-Senate conference committee, was considered by the GEB to be one of the most important aspects of the entire bill. This provision, if the bill is passed, would make it an unfair trade practice for U.S. trading partners to deny internationally recognized labor rights and standards, and give the U.S. President the discretion to apply the whole range of trade sanctions, if unfair trade practices were proved to exist.

The Board also received presentations on the American Family Celebration Campaign, the AFL-CIO Union Industries Show in New Orleans on May 6–9 and DRIVE's newly-attained number one ranking among all political action committees in America.

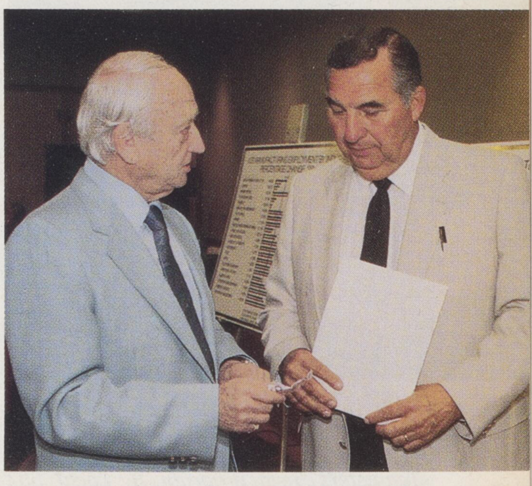
The Board received an in-depth accounting on the financial status of the Union from General Secretary-Treasurer Weldon L. Mathis.

Reports were also given by General Counsel John Climaco, Director of the Legislative Department Dave Sweeney, DRIVE Director Wallace Clements, Director of Governmental Affairs Paul Locigno, and Director of Communications Duke Zeller.

International Vice President Walter Shea (left) and International Trustee R.V. Durham.



Teamsters National Housing Department Director John Joyce.



International Vice President Maurice R. Schurr (left) with International Secretary-Treasurer Weldon L. Mathis.

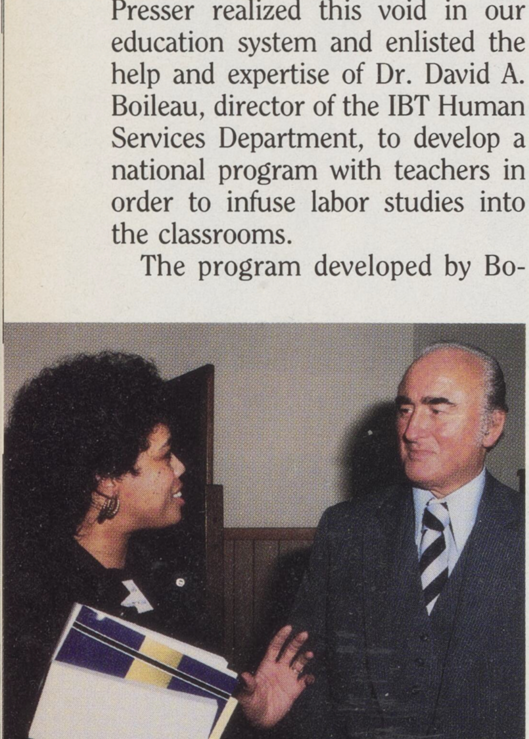
Teaching Labor Studies in the Schools: Teamsters Help Teachers Develop Curricula

There is a severe lack of understanding among our nation's youth as to what unions are all about and what purposes they serve today.

Young people tend to have the attitude that unions are no longer relevant to their lives. They frequently lack a sense of historical perspective of why unions came to be, and they do not see a continuing need for labor unions.

Perpetuating this situation is the fact that school textbooks do not include adequate information on unions or the labor movement. Therefore, our teachers lack readily available resources necessary to teach labor studies in the schools.

Teamster General President Jackie Presser realized this void in our education system and enlisted the help and expertise of Dr. David A. Boileau, director of the IBT Human Services Department, to develop a national program with teachers in order to infuse labor studies into the classrooms.



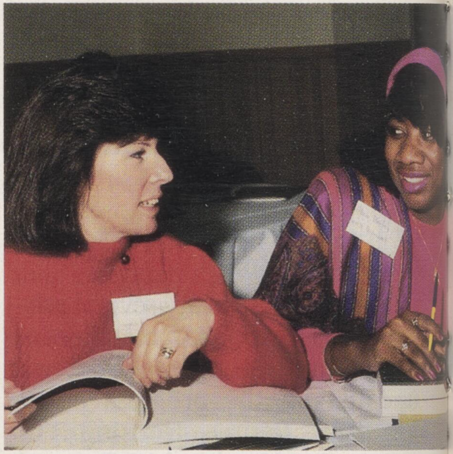
Barbara Shakoor, a teacher at West Technical High School in Cleveland, expresses her excitement and appreciation for the Teamsters' new program to Local 507 President Harold Friedman.

The program developed by Boileau, with his colleague, Dr. Saul E. Bronder, also of the Human Services Department, is a two-part program.

The first part is an intensive two-week summer seminar where the participants, all educators, earn college credits as they learn about the labor movement and the Teamsters, and develop suggested lesson plans or ways of incorporating labor studies into the classrooms. This summer's seminar is scheduled for July 3–15 at the University of California at Berkeley. The second part of the program is a continuation of the summer seminar which includes local, one-day workshops for teachers in cities across the country. The purpose of these workshops is not only to further the goal of teaching labor studies in the schools, but also to examine, critique and fine-tune the work of the teachers who attended the summer seminar.

> *"Teachers are the most important people in America because they are shaping our future generations."*
>
> *—Harold Friedman President, Local 507*

One such workshop was recently held in Cleveland, Ohio, and hosted by Local 507. A total of 119 educators from the Cleveland area attended the Saturday session which was facilitated by Boileau and Bronder. Other workshops were also held recently in Los Angeles, St. Louis and Detroit, with additional sessions scheduled for the cities of Philadelphia and Toronto.



Teachers Sheila Gillespie (left), and Gina Bailey review and critique the proposed lesson plans for teaching labor studies in the schools.

The educators were given an overview of the structure of the Teamsters Union which stressed the diversity of the Union. Boileau pointed out that many people think that *all* Teamsters are truck drivers. They do not realize the wide range of professions and trade divisions which make up the Teamster membership—including UPS employees, public employees, airline, construction, dairy, and bakery professions.

The teachers expressed their concern over their students' gross misconceptions about unions in general and the Teamsters specifically. They feel that a labor studies curriculum is needed in the schools in order to provide a better understanding of our nation's history and development, in which organized labor has played and continues to play a key role. Students need to understand how and why laws we have today, governing such things as minimum wage, child labor laws and women's rights, came to be, so that they can understand how far the American worker has come and realize how far there is to go.

Organized labor has fought for the rights workers enjoy today and continues to fight to maintain and expand these rights. There is current legislation before Congress for a higher minimum wage, better child care legislation and pay equity laws. The need for a labor union to protect the rights of the worker is not one of the past.

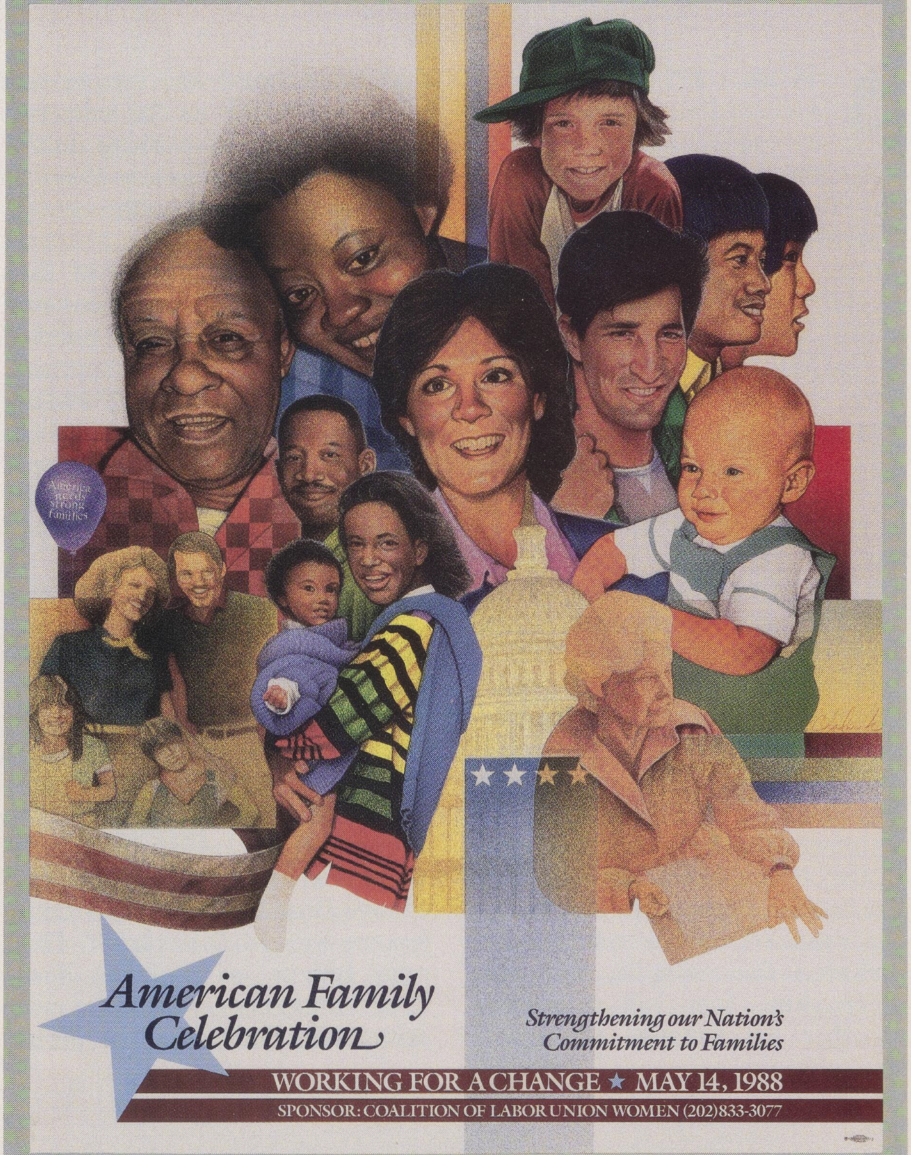
Harold Friedman, the president of Local 507 and an international vice president, warmly welcomed the teachers by expressing his enthusiasm for the program. "Teachers are the most important people in America," Friedman said, "because they are shaping our future generations."

Friedman's remarks concentrated on the misunderstanding that surrounds unions and the labor movement. "The labor movement doesn't get credit for what it has done and continues to do for this country's well-being. People don't understand that most of the benefits they enjoy came through the unions—either directly, through a union contract, or indirectly, through the employers' concessions in attempts to keep the union out." Friedman further pointed out that union contracts protect workers' rights which many people incorrectly assume to be protected by law.

Friedman also commented that what little is being taught in schools today about the labor movement is one-sided and ignores the unions' position. The workshop participants strongly agreed with Friedman that this one-sided approach was not healthy, and that as educators the Teamsters and teachers should work together to present both sides of the issue.

The teachers attending the workshop thanked Friedman and Local 507 for their kindness and extreme generosity. They welcomed the support and resources of the IBT and specifically commented on how useful the materials distributed at the workshop would be as teaching aids.

Join Us in Washington, D.C. To Celebrate American Families


America needs strong families
American Family Celebration
Strengthening our Nation's Commitment to Families
WORKING FOR A CHANGE ★ MAY 14, 1988
SPONSOR: COALITION OF LABOR UNION WOMEN (202)833-3077

The International Brotherhood of Teamsters has joined in a broad-based campaign to support a comprehensive national family policy and to draw attention to the strengths and concerns of American families.

In a Capitol Hill press conference April 13, U.S. Senator Edward Kennedy (D-MA) kicked off the campaign. Also attending the conference were Senators Barbara Mikulski (D-MD) and John Heinz (R-PA).

The American Family Celebration is a coalition of more than 160 national and state organizations who are united behind an array of legislative action on programs to protect the American family. Their legislative agenda includes support for family and medical leave, child care, services for the elderly, comprehensive health care, education, jobs and economic security.

Besides pushing for Congressional initiatives, the coalition has also organized a National Celebration of American Families on May 14 in Washington, D.C., thousands of American families are expected to participate in this historical event.

Negotiations Continue with One Employer Association

Members Voting on New Master Freight Contract

As this issue of *The International Teamster* goes to press, Teamster negotiators have reached a tentative agreement with two of the three employer associations representing freight industry management.

The Teamster Negotiating Committee announced on March 31 that it had reached a settlement on a three-year contract with Trucking Management, Inc. (TMI) and Regional Carriers, Inc. (RCI), for a new National Master Freight Agreement.

Negotiations continue with the Motor Carrier Labor Advisory Council (MCLAC) as the contract covering their member companies has been extended to allow for continued bargaining. Teamster negotiators are also continuing to bargain with a number of individual companies that are not a member of any employer association but wish to be signatory to the national pact.

Ballots are being prepared and readied for shipment to the Teamster members working in the freight industry. By voting in the mail referendum, they will determine whether the tentative agreement shall be approved, and thereby set national standards for the industry. Thus, all members working under the NMFA and separate freight agreements will vote on the newly-established package.

A complete explanation of the terms of the tentative agreement will be enclosed with the ballots. The members will have approximately 20 days to review the proposed agreement before their ballot must be returned to Washington, D.C., for counting by an independent observer.

Reviewing the Agreement

Upon reaching an agreement with TMI and RCI, the National Negotiating Committee proceeded with the democratic contract ratification process outlined in the Teamster Constitution.

Committee Co-Chairman Jack Yager met with the General Executive Board and the Area Conference Freight Directors in Chicago, Illinois, on Thursday, April 7, to discuss the terms of the new agreement. Following that meeting, he presented the agreement to more than 550 Teamster officers from each local union representing freight industry members in a packed, afternoon session, informing them of specific changes in the proposed contract.

Debating the Specifics

The meeting lasted well into the evening as this group of seasoned freight industry professionals took the time needed to pore over every new change in each Article and Section of the National and Supplemental Agreements. As frontline representatives of the Teamsters employed in the industry, they are, perhaps, in the best position to know the members' needs.

Prior to the start of negotiations, the local representatives supplied the freight proposal Screening Committee with specific suggestions for changes in the contract, which they had collected from freight members at local union meetings. These proposals were reworked into a unified set of

Freight Members: Rembe

contract demands that were presented to management by the National Negotiating Committee at the opening of negotiations.

Now the local officers were going to be stern judges of what the Committee had achieved in the proposed package. At the Chicago meeting, the local freight representatives wanted to know how specific changes were going to affect their membership.

Jack Yager, members of the Negotiating Committee and representatives of IBT's legal staff reviewed every proposed change in the tentative agreement, and answered every question asked by the local freight officers. They dissected the agreement, thoroughly debating the specific provisions of the new settlement.

Endorsing the Contract

After the tentative agreement had been exhaustively discussed, the local delegates followed the lead of the National Negotiating Committee and voted to endorse the contract, recommending that their own members ratify the pact.

The reason that the Negotiating Committee and the local freight representatives are backing the proposed agreement is clear: it does exactly what the freight members asked the negotiators to do.

When General President Jackie Presser sent a survey to each freight member prior to negotiations asking them what they wanted from the new contract, the members' voices came back strong. First, they needed to maintain health and welfare benefits; second, they wanted improved pensions; and, third, they asked for improved wages.

The Negotiating Committee provided for all three [see article on next page].

A Hard-Fought Victory

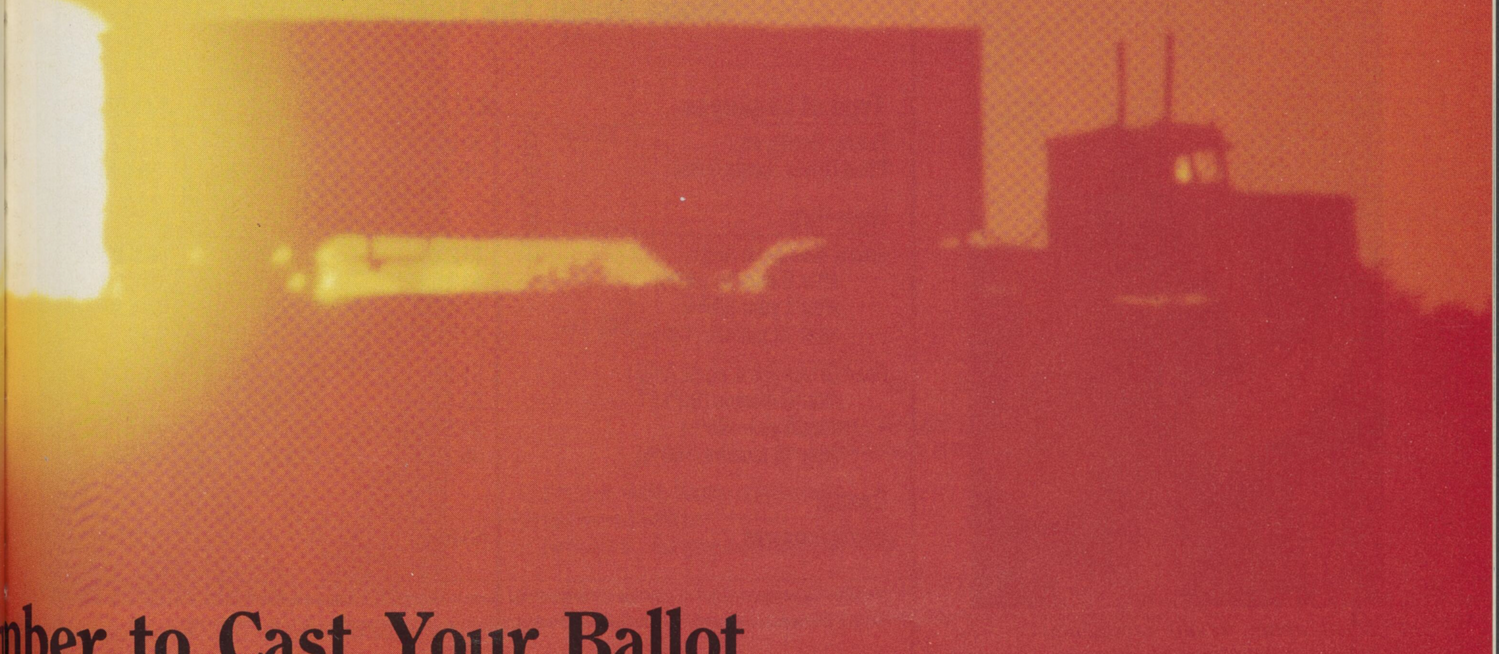
Jack Yager characterized the negotiations as, "The most difficult in the history of the National Master Freight Agreement." The facts that bargaining continued until the last day with TMI and RCI, and that talks are still ongoing with MCLAC and the independent carriers, are indications of how tenuous success can be at the bargaining table.

Vote Your Conscience

In announcing the tentative, new pact, Negotiating Committee Co-Chairman Jackie Presser noted, "Negotiations were difficult because the industry is in financial chaos, but I am confident that this proposed agreement addresses the economic needs of our members and advances their legitimate claims for job security."

While negotiations with MCLAC and the independent carriers continue, Jackie and the Negotiating Committee remain committed to winning the best possible agreement for the members.

The tentative agreement setting the national standards is now in the hands of the freight members, whose votes will go a long way towards shaping the future of the trucking industry in the United States.



ember to Cast Your Ballot

The Economic Package: Getting What the Freight Members Wanted

In preparation for freight negotiations last year, Teamster General President Jackie Presser renewed the practice of surveying the members to get their input and guidance for the upcoming talks.

Teamster negotiators used the survey results to develop a consensus on their bargaining priorites. This year, the freight members overwhelmingly identified three items as being critical to the effectiveness of a new agreement: health and welfare benefits, pensions, and wages.

Armed with this information, Teamster negotiators went into the recent contract talks with one goal: getting what the members wanted. Based on the economic provisions of the tentative agreement, the freight members should find the proposed National Master Freight Agreement beneficial.

Despite the fact that the employers began negotiations with demands for wage concessions, there will be a general increase of 35 cents per hour for hourly paid members, and a .875 cents per mile increase for road drivers, payable retroactive to April 1, 1988.

In the second and third years of the proposed agreement, hourly paid members will receive a maximum cost of living payment of 35 cents per hour. Road drivers will receive a maximum increase of .875 cents per mile in those years.

The cost of living increases are guaranteed to go into wages and cannot be diverted. Employees will receive the maximum cost of living increase provided that inflation (the consumer price index for urban wage earners) is over 3.1 percent in 1989 and 1990. Based on the predictions of most government and private economists, Teamster freight industry members should be receiving the maximum cost of living payments.

New Hire, Casual Wages Improved

Teamster negotiators were successful in compressing the entry rates paid to newly hired employees so that they will reach the regular, career scale more quickly.

The new progression scale calls for all newly hired employees to receive the following hourly or mileage rates of pay: 85 percent of the current rate effective the first day of employment, 90 percent after six months, 95 percent after one year, and 100 percent after 18 months.

Moreover, any employee covered by the Master Freight Agreement who was hired prior to October 1, 1986, will automatically be paid 100 percent of the regular rate—an immediate 20 percent pay increase for some newly-hired Teamsters.

Casual employees also benefit under the tentative agreement, receiving the same 35 cents per hour wage increases the first year and 35 cents per hour maximum cost of living payment increases in the second and third years of the new pact.

During the life of the proposed agreement, a full-time hourly paid employee will earn a maximum of

Local union freight representatives reviewed every proposed change.

Wage Under The 1988-91 NMFA

Type of Employee	Effective Date 4/1/88	4/1/89*	4/1/90*
Hourly Employee	$15.06	$15.41	$15.76
Road Driver (cents/mile)	36.750	37.625	38.500
New Hire			
Hourly Employee (85%)	$12.80	$13.10	$13.40
after 6 months (90%)	$13.55	$13.87	$14.18
after 1 year (95%)	$14.31	$14.64	$14.97
after 18 months (100%)	$15.06	$15.41	$15.76
Road Driver (85% cents/mile)	31.238	31.981	32.725
after 6 months (90%)	33.075	33.863	34.650
after 1 year (95%)	34.913	35.744	36.575
after 18 months (100%)	36.750	37.625	38.500
Casual			
Hourly Employee	$12.35	$12.70	$13.05

(Figures based on Central States Local Cartage and Over-the-Road Agreements)

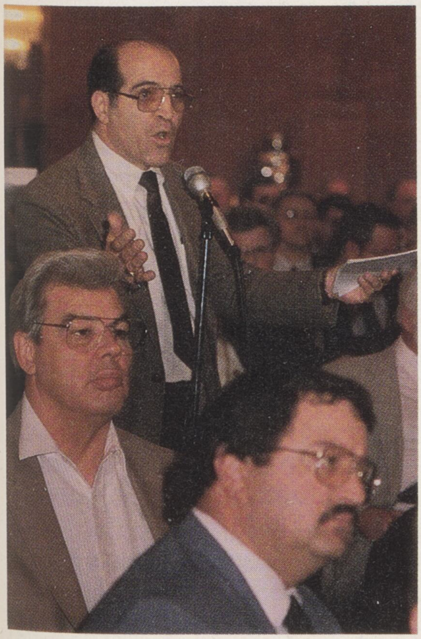
*Assumes maximum 35 cents/hour and .875 cents/mile cost-of-living paid on 4/1/89 and 4/1/90.

$8,568 more, and a road driver averaging 2,250 miles per week will earn a maximum of $10,530 more than under the previous agreement. The estimated average annual earnings for a full-time hourly paid employee will rise to $37,509, and a road driver's annual pay will rise to $45,045 by the end of the new agreement.

Health and Welfare, Pension Improvement

The major improvement won by Teamster negotiators in the new settlement is the increases in the employers' contributions to the Teamsters' health and welfare and pension funds. Employer contributions will increase by 35 cents per hour in the first year and 20 cents per hour in the second and third years of the new pact.

According to what the trustees of the funds determine, the increased employer contributions will be split between health and welfare and pension funds as needed. But this level of improvement should allow for the maintenance of the excellent system of medical benefits enjoyed by Teamster freight members, and should lead to substantial improvements in their pension plans in most areas.



More than 550 freight representatives participated in the Chicago meeting.

ESOP and Profit Sharing

One important language change in the proposed contract that involves the economic package is the standardization of future profit sharing and employee stock ownership plans (ESOP). Ground rules have been established in the tentative settlement for companies that feel they cannot meet the national contract standards and wish to seek their employees' participation in a profit sharing or ESOP arrangement.

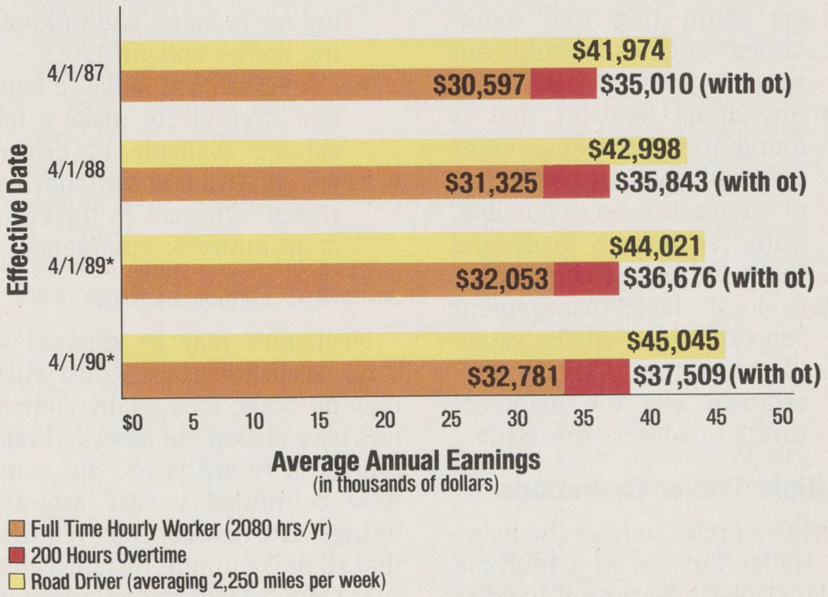
Under the proposed contract, the company seeking such a plan would have to gain the voluntary participation of 75 percent of the membership voting in order for the program to become effective for all employees in the unit.

If the company cannot convince three-quarters of the members voting on the merits of a proposed plan, then the plan cannot be put into effect. If the employees of a company do accept the idea of an ESOP or profit sharing plan, then the savings given to the company can be no more than 15 percent of wages.

Freight Division Director Jack Yager.

Safety and Health Director R.V. Durham.

Average Annual Earnings Under 1988-91 NMFA



(Figures based on Central States Local Cartage and Over-the-Road Agreements)

*Assumes maximum 35 cents/hour and .875 cents/mile cost-of-living paid on 4/1/89 and 4/1/90.

Contract Holds Safety, Drug Testing Gains

Driving a heavy truck is a dangerous job. Thanks to the new National Master Freight Agreement it should soon become safer for Teamster drivers of twin trailer trucks.

Dock workers whose air is polluted by fumes from diesel fork lifts will find new contract language designed to help them and their local unions address that problem.

Teamster mechanics in shops that still use asbestos brake linings will soon see changes that should reduce their cancer risk because of the new contract.

Diesel Fork Lifts

At terminals where diesel fork lifts are used, many dock workers have complained about the noxious exhaust fumes. Under the new contract:

- Diesel fork lifts will be shut off when the operator leaves the seat. They will never be allowed to idle when not in use.
- Diesel fork lifts must be tuned and maintained on schedules recommended by their manufacturers. (The manufacturers claim that well maintained engines should not smoke.)
- Any diesel fork lift that is found to be smoking (after start-up) shall be taken out of service as soon as possible, until repairs are made and that condition is corrected.
- A joint labor-management subcommittee will be established to meet with the government and the manufacturers to address this issue.

Multiple Trailer Operations

Drivers prefer to have the heaviest trailer forward in a multiple trailer hook-up because it handles much better. The old agreement required employers to place the heavier trailer in front "whenever possible." The new contract is much stronger: When the heavier trailer is not in front to begin with because of a drop-off or scaling problem, the driver, after driving the unit, can "at his sole discretion" stop at any point on the trip and have the trailers switched if he/she determines they are not handling properly. The driver will be paid for this time. This allows the driver to be the "captain of the ship" as it relates to the hook-up.

Injuries that occur while hooking and unhooking trailers have been a safety concern for the drivers of multiple trailer units. This was a priority area during negotiations, with the following results:

- Dollies and Jiff-Lox shall be counter-balanced or equipped with a crank-down wheel to support their weight. They will also be provided with a handle on the tongue.
- When a driver has to drop or hook up twins or triples at a closed terminal, a tractor with a pintle hook will be available to enable the driver to move the dollies into position.
- All drivers in twin trailer operations will get safety training for hooking and unhooking dollies and Jiff-Lox.
- Employers will make "a bona fide attempt" to make a telephone available to drivers during trailer switches at closed terminals in the event of an injury or emergency.

Asbestos Brake Linings

Mechanics may be exposed to cancer-causing asbestos dust when they do brake jobs. Many companies have phased-out asbestos brake linings in recent years. But some have continued to use asbestos linings. The new contract requires that all brake linings installed after July 1 will have to be non-asbestos, where they are available and certifiable. New trucks ordered after July 1 must also have non-asbestos brake linings (where available and certifiable).

Drug Testing

The new contract adds important new safeguards to those that were already in the existing drug and alcohol abuse program.

Split sample: An employee who takes a drug test in connection with his or her DOT or other recurrent physical exam will have the option of producing two specimens to be sealed in separate bottles. If the first sample shows drug use and the employee thinks there was a mistake, the employee can have the second sample tested by another approved laboratory.

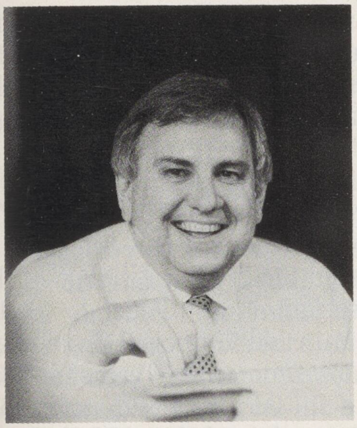
Rehabilitation: People who test positive at their DOT or recurrent physical will not lose their jobs if they successfully complete an evaluation and treatment program if needed. They then will be able to return to work—subject to re-testing for one year. Reinstatement is limited to one time and does not apply to probable suspicion cases in which the employee is on duty.

Special Joint Area Committees: A special committee will be set up in each Conference area to hear drug related grievances.

Cutoff levels for "positive" drug tests will follow guidelines of the U.S. Dept. of Health and Human Services, resulting in higher cutoff levels for marijuana, and establishing cutoff levels for the first time for cocaine, opiates, PCP, and amphetamines. The employee notification time is cut from 30 days to 7, but is tied to a 60-day time frame following an employee's anniversary date, or in conjunction with the DOT physical.

Probable suspicion drug tests: A supervisor who orders a probable suspicion drug test must write down their reasons within 24 hours, and give a copy to the union if disciplinary action is taken. They must also have special training in how to recognize drug problems.

Teamsters Mourn Lehr's Death



In announcing the death of George Lehr, 51, who served as executive director of the Teamsters Central States, Southeast and Southwest Areas Pension, Teamsters General President Jackie Presser issued the following statement:

"The Teamsters Union has suffered a tragic loss of a truly irreplaceable individual who will be deeply missed. His legacy will be the participants and beneficiaries of the benefit funds he directed. This dedicated and single-minded purpose protected their futures. All Teamsters express sympathy to his family."

Mr. Lehr served as executive director of the Central States Pension Fund and is widely credited for its overwhelming success. The Fund, which benefits active and retired Teamsters Union members, has assets of about $8.5 million.

In memory of Mr. Lehr, Local 743 in Chicago, Illinois, donated $1,000 to the Muscular Dystrophy Association, a charity with which he was very active. International Vice President Donald Peters and his wife also made a memorial contribution.

Teamsters Win Major Victory At Northwest Airlines

The Teamsters Airline Division won a major victory recently by negotiating a tentative new agreement for 7,500 Northwest Airlines flight attendants shortly before a strike deadline.

The six-year contract includes significant economic gains and work rule improvements. As we go to press, a ratification vote is being conducted by mail ballot, with the votes to be counted on April 28.

"The victory is all the sweeter because it was a team effort," according to William F. Genoese, director of the Airline Division. "We had the strong support of the International, the locals, the conferences and joint councils, and the entire labor movement. More important, however, our success is a tribute to the perseverance and unity of the flight attendants."

Contract talks had stalled at the beginning of 1988, and the National Mediation Board released the Teamsters to take economic action against the company in February.

Genoese and General President Jackie Presser put together a strategy designed to block Northwest's plans to push the flight attendants out on strike. They recalled that when an independent union of flight attendants struck TWA in 1986, the company quickly replaced them with scabs. Most of the strikers never returned to work.

Determined that the same thing would not happen at Northwest, the Teamster leadership developed new methods for putting pressure on Northwest, both internally and externally.

The flight attendants got the full support of two other unions at Northwest—the Air Line Pilots Association and the International Association of Machinists.

In Washington, the International's Legislative Department explained the flight attendant's position to members of Congress, especially those from Minnesota and Michigan, where many of Northwest's operations are concentrated.

Vice President Robert Holmes, director of the Central Conference of Teamsters, rallied support for the flight attendants among state and local politicians, as did the Teamster Joint Councils in Minneapolis and Detroit.

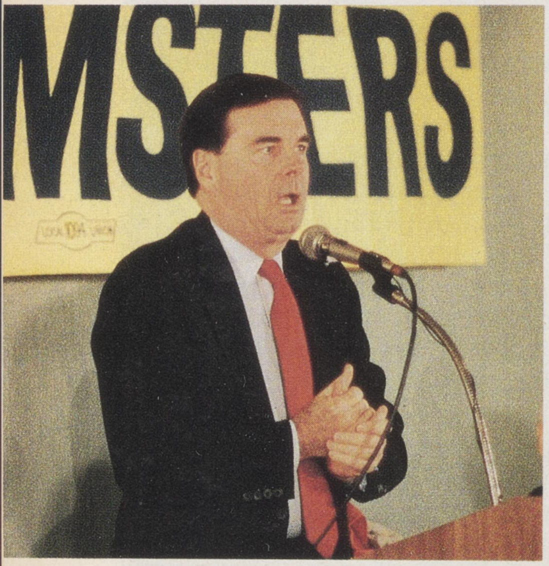
The Teamsters set a strike deadline of March 29, 1988, but a week before that date the Airline Division negotiating team was able to resolve its differences with the company.

The company had targeted flight attendants receiving "B" scale wages for severe pay cuts. Management demanded that the "B" rate progression scale be extended from five to nine years, after which "B" scale people would go to the "A" scale.

This demand would have cost the "B" scale workers about $5,000 for each year the lower pay scale would have been extended.

As Teamster pressure on the company grew, Northwest's negotiators finally agreed to completely eliminate the split pay scale by spreading bonuses and pay increases over the life of the agreement so that newly hired attendants will reach the "career rate" or "A" scale in their seventh year of service.

Public Employee Division Holds First Annual Conference



AFSCME President Gerald McEntee addresses the meeting.

The first annual conference of the Public Employees Division of the International Brotherhood of Teamsters convened recently, in Scottsdale, Arizona. The opening address for the milestone event was delivered by Public Employee Division Director Barry Feinstein who discussed prospects for future public employee organizing and predicted that by the 1990s this fast growing division could gain another 150,000–200,000 new members. "We in the Teamsters are here to help every kind of worker in America, white collar or blue collar," Feinstein said, "and we'll go anywhere to organize the unorganized."

The Division Director also pointed out that DRIVE support for public officials opens new horizons for public employee organizing in every Conference in the U.S., and he expressed his appreciation for the General Executive Board's willingness to assist the Public Employees Division in every way possible.

Other welcoming remarks were delivered by International Vice Presidents Bobby Holmes, Walter Shea, Michael Riley, and Don Peters who were present for the kickoff of this important, first-of-its-kind conference.

In his introductory remarks, Feinstein also explained that much of the format of the three-day conclave would be directed toward a live drama depicting an organizing attempt by Teamsters in a fictitious "Stedman County which recently passed a public employees' bargaining law."

Docu-Drama Focuses On Organizing Techniques

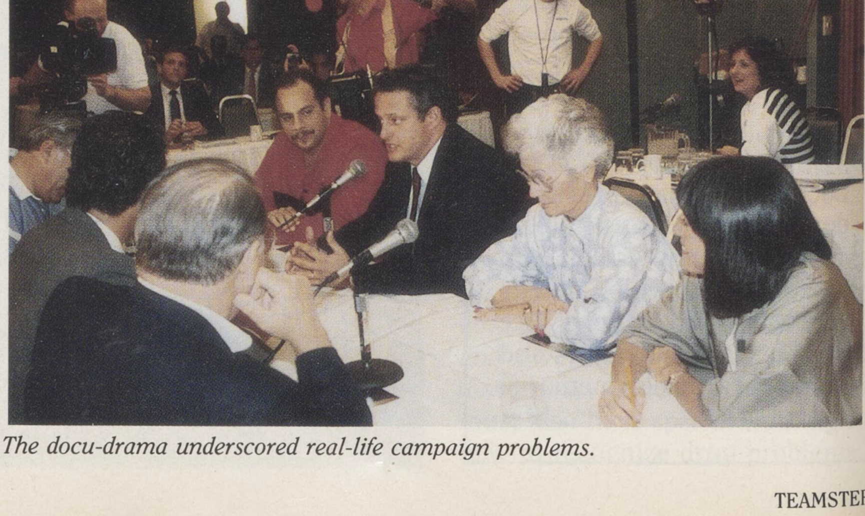
The drama itself, which unfolded throughout the three-day session, became the focal point of a live interaction involving public sector organizing and the strategies necessary for such organizing campaigns.

In addition to this live Teamster organizing docu-drama, delegates where also addressed by various state government officials, including a Missouri state legislator, Senator Henry Panethiere, who pointed out that Missouri is the only industrial, non-right-to-work state without collective bargaining for public employees. He was also joined by Harvey Sloan, county executive of Jefferson County, Kentucky, who congratulated the Teamsters on the good work that is being done through DRIVE.

In the final session of the conference, Division Director Feinstein introduced the delegates to Gerald McEntee, president of the Association of Federal, State, County and Municipal Employees, who welcomed the Teamsters back into the AFL-CIO and stated that he was pleased that AFSCME will be working hand-in-hand with the Teamsters Union. McEntee pointed out that the nation has 17 million public workers, only a third of which are organized—leaving some 11 million unorganized public employees throughout America.

McEntee emphasized that reaffiliation now makes it easier for AFL-CIO affiliated unions to support each other in bargaining situations. He called for a federal collective bargaining law for the public employees of all 50 states, and joined the Teamsters Union in urging the passage of labor's legislative agenda in Congress this year.

Al Bilik, president of the Public Employee Department, AFL-CIO, also addressed the delegates and



The docu-drama underscored real-life campaign problems.

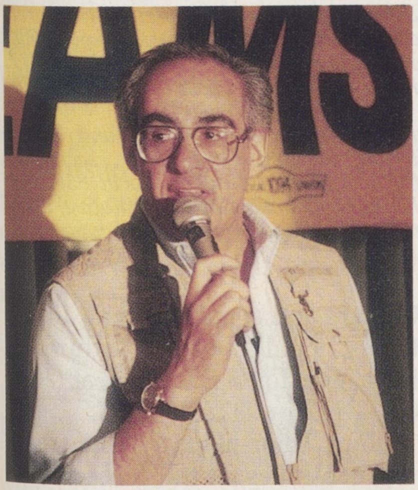
urged unity and cooperation in organizing and helping all public employees throughout America.

Unanimous Praise For Conference Format

Delegates were universal in their praise of, and in applauding the format of, the first Public Employee Division conference. Most felt that the live drama presentation underscored the real-life happenings and travails of the typical public employees' organizing campaign. The drama itself was presented in approximately a dozen scenarios which included every facet of organizing in the fictitious Stedman County campaign, including planning a public employee campaign.

This included presenting the employer as adversary, components and strategies of a campaign, and jurisdictional questions in joint campaigns with other AFL-CIO unions. Also presented were the roles of the employer and the media, Teamsters use of the media, public employee associations, and the organizational structure of a campaign.

All delegates at the conference were presented packets of information which included demographic and pertinent information relative to the fictitious campaign represented in the drama.


Division Director Barry Feinstein.

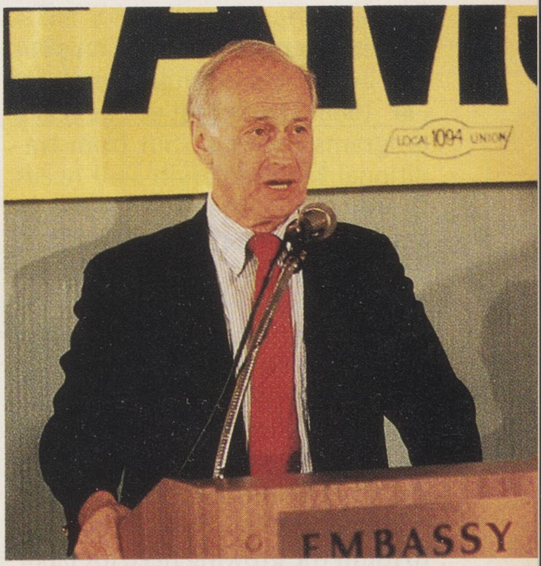
As the drama unfolded further, delegates also witnessed employer techniques against organizing, the presentation of an affiliation package, joint campaigns as a public sector option, and varieties of media use and the specifics of public sector organizing. Finally, the drama depicted rules and procedures governing representation under the AFL-CIO Constitution and confrontational tactics of management.

In conclusion, the conference offered a mock voting ballot for representation following a summary on the issue of jurisdiction under the AFL-CIO and a summary of the issue of Public Employee Association affiliation. The delegates also witnessed campaign results and subsequent activities. In the final scene, Allan Kistler of the Mediation Board announced the Article XXI dispute in presenting the outcome and reasonings.

Public Employees Division Makes Plans for Future

Many found the unique treatment of the entire subject matter and the development of the drama to be realistic and informative, and voiced the opinion that a film of the docu-drama should be sent to any locals or affiliates throughout the country interested in public employee organizing techniques.

In his summary remarks, Division Director Barry Feinstein stressed the need to understand the AFL-CIO Constitution and to join in efforts that will bring about collective bargaining laws in the 23 states that have no comprehensive statutes on bargaining.



Al Bilik, president of the Public Employee Department, AFL-CIO.

Delegates praised Feinstein and his staff for the fine conference and instructive format, and urged additional conferences in the future, utilizing similar formats exploring all facets of organizing techniques.

Feinstein, in his final remarks, thanked the participants and told them that comprehensive summaries of the three-day meeting would be sent to all public employee affiliate locals within the IBT.

Delegates from across the U.S. and Canada attended the first annual conference of the Public Employees Trade Division.

IBT Education Department Charts New Directions in Training

Yvonne Twitty (far right) of the IBT Education Department conducts a shop stewards seminar at Local 173 in Bradenton, Florida.

Participants attending the Teamsters Leadership Academy at the IBT headquarters the week of March 14 included: Dennis Vadini, vice president, Local 52, Cleveland, Ohio; Robert Jones III, organizer, Local 191, Bridgeport, Connecticut; Henry E. Dobbs, vice president, Local 193, Indianapolis, Indiana; Daniel Schmidt, Joe Mecca, and John Monahan, business agents, Local 229, Scranton, Pennsylvania; Tommie Lawrence, assistant representative, Local 246, Washington, D.C.; Howard Smale, president, Local 328, Escanaba, Michigan; Len Mayer, business representative, Local 385, Orlando, Florida; and Roy Abbott and Bill Gillespie, business agents, Local 407, Cleveland, Ohio.

Also attending were: Richard Strezo, vice president, Local 435, Denver, Colorado; Joseph Arnita, business representative, Local 445, Yonkers, New York; Ronald Costa, business agent, Local 517, Visalia, California; Wayne Fernicola, business agent, Local 560, Union City, New Jersey; Frederick F. Kreienkamp, secretary-treasurer and Gary P. Wilde, president, Local 603, St. Louis, Missouri; Max H. Schimmelpfenning and Arthur W. Bell, business representatives and Keith E. Gleason, secretary-treasurer, Local 627, Peoria, Illinois; Clarence M. Lindsey, business representative, Local 639, Washington, D.C.; Clifford Socquet, trustee, and Louie Parisi, vice president, Local 677, Waterbury, Connecticut; and Nicholas D. Shrum, business agent, Local 716, Indianapolis, Indiana.

Other class members included: Raymond Hamilton, vice president, and Robert Simpson, president, Local 743, Chicago, Illinois; Janalyn Kaye Miller, secretary-treasurer, Local 836, Middletown, Ohio; Kathi Leal, business agent, Local 856, San Francisco, California; Dale Lelli, trustee, and James King, business representative, Local 952, Orange, California; and Gordon Northrup, recording secretary, and Edward K. Stickrod, president, Local 1070, Lafayette, Indiana.

Teamster labor education programs are in full swing for 1988. The format of this year's programs reflect a shift from traditional representation skill needs to innovative offerings geared to assist local affiliates in addressing a new, more challenging labor relations climate.

The traditional educational system in the United States is being refined and enhanced with the addition of lifetime learning concepts that address situations new to our country. Teamsters, too, are developing new tools and techniques to fulfill the growing need for labor representatives to update their skills and knowledge in areas associated with the complex and rapidly changing labor relations environment.

Providing quality union service today entails more than negotiating and enforcing contracts. In light of diverse membership concerns, the impact of politics and legislation, as well as the changing working environment, Teamster labor education programs are designed to bring members, stewards and representatives together to discuss and implement fresh ideas. These are all concepts that will be viable in new atmospheres of work, family and community.

Thirty-two Teamster officers and business agents hailing from all over the United States gathered recently in Washington, D.C., for the Teamster Leadership Academy's 1988 kickoff program.

This year's course offerings and materials have been revitalized and improved based upon feedback from previous participants.

Organizing, political action, and legal developments are included as core subjects with the addition of "New Trends In The Workplace: Promise v. Challenge," which focuses on countering union busting strategies. It offers guidance for researching and implementing corporate campaigns and negotiating innovative contract language.

TLA workshops throughout the year are almost full to capacity. Officers and agents wishing to attend should contact: Arthur F. Kane, director of Education at (202) 624–8117 or TITAN: TLA1.

Joint labor-management training continues in full force in the 1988 IBT Education Department program schedule. Workshops established under Article 20 of the National Master Freight Agreement have reached the local terminal level along with those currently held in the automobile transport industry. These programs provide new avenues by which labor and management can address industry issues as partners instead of adversaries. Improving the labor-management relations climate takes on great significance in a year when national negotiations are taking place.

Local 173 Sponsors Program

William Brooker, secretary-treasurer of Local 173 in Bradenton, Florida, sponsored a shop stewards seminar recently which was conducted by a representative of the Education Department. The attending stewards spent the day learning about the history and structure of their union, as well as their responsibilities as Teamster stewards, and most importantly, effective grievance handling.

There were two guest speakers: International Representative Joe Morgan, Jr., who spoke to the group about their important role as Teamster stewards, and Robert Profitt, a DRIVE representative who stressed the importance of political action.

The Education Department recently conducted programs in the following locations:

Local Affiliate	Location	Principal Officers
Joint Council 58	Houston, TX	A.W. Parker President
Local 360	Houston, TX	Rick Kelly President
Local 436	Cleveland, OH	Gary Tiboni President and Business Manager
Local 173	Bradenton, FL	William Brooker President
Local 61	Hickory, NC	Ron Keener Secretary-Treasurer
Joint Council 53 Organizing School	Philadelphia, PA	John Morris President
Local 911	Long Beach, CA	Arlene Mordasini Secretary-Treasurer
Local 542	San Diego, CA	Louis Cotarelo Secretary-Treasurer
Local 337	Detroit, MI	Robert Holmes President

Teamsters to Participate in AFL-CIO Union-Industries Show

The IBT is participating in the AFL-CIO Union-Industries Show, which will be held May 6–9 in the New Orleans Rivergate Exhibition Center. The show is a public exposition designed to publicize and promote American union-made products and services. Participants in the show are AFL-CIO unions, companies with union contracts, and community service organizations. There is no charge for admission.

The AFL-CIO Union-Industries Show is a colorful display of the products, skills and services made possible by America's union men and women and the companies for which they work. The show demonstrates the ways in which organized labor and employers work together for their mutual benefit, and it gives unions an opportunity to highlight the positive accomplishments of organization and collective bargaining.

Despite its serious purpose, the show is lively, entertaining and educational. It consists of more than 300 colorful exhibits, many featuring live demonstrations of craftsmanship, games, product demonstrations and much more. Thousands of dollars worth of prizes are given away each day.

The Union-Industries Show is produced by the AFL-CIO's Union Label and Service Trades Department in Washington, D.C.

CATCH THE BEAT OF NEW ORLEANS AND THE UNION-INDUSTRIES SHOW

FREE ADMISSION

AFL-CIO Union-Industries Show
Rivergate Exhibition Center
New Orleans, Louisiana
May 6-9, 1988

America's Largest Political Action Fund

Congratulations Teamsters! DRIVE is #1

There is a new leader in America's political action fundraising ball game: the Teamsters' DRIVE program.

The Federal Election Commission recently released its 1987 data for political action committees. Thanks to the generous, voluntary contributions of Teamster members, the DRIVE fund grew to $4.2 million last year.

You can bet that all 535 members of Congress know that the Teamsters Union now has the nation's largest political action fund. The timing of our rise to the top couldn't be any better, because the legislative stakes for working people and their families have never been higher. Congress is considering a number of proposals that have important consequences for unions and their members.

DRIVE's Remarkable Climb

Upon learning of our new position at the top, General President Jackie Presser commented, "It has always been my goal for the Teamsters Union to be the strongest political force for workers and their families in the United States. We still have a great deal of work to do, but we are building a solid financial foundation for reaching that goal."

When Jackie assumed office in 1983, DRIVE had only one-half million dollars in its coffers. Recognizing the need for the IBT to become more politically assertive, he committed more of the Union's resources to political fund raising. Jackie and General Secretary-Treasurer Weldon L. Mathis have made DRIVE a top priority, promoting the importance of political action to Teamster members whenever they address an audience.

Shortly after taking office, Jackie appointed Wallace Clements to serve as Director of the DRIVE program. Under Clements' guidance, DRIVE has expanded nine-fold as the fund's team of field representatives crisscross the United States helping Teamster officers establish programs in their locals.

Paper Tiger?

Clements recalls one challenging experience that occurred shortly after he became Director of DRIVE: "By chance, I overheard the directors of two business political action committees talking about the Teamsters' program. One asked the other how big we were. The gentleman responded that we were so far down the list that we were 'nothing but a paper tiger.'

"That angered me because I knew then that we had the potential to be second to none in the political arena. I have to say that it really makes me feel proud to see DRIVE climb ahead of everybody else on the list."

A New Election Year

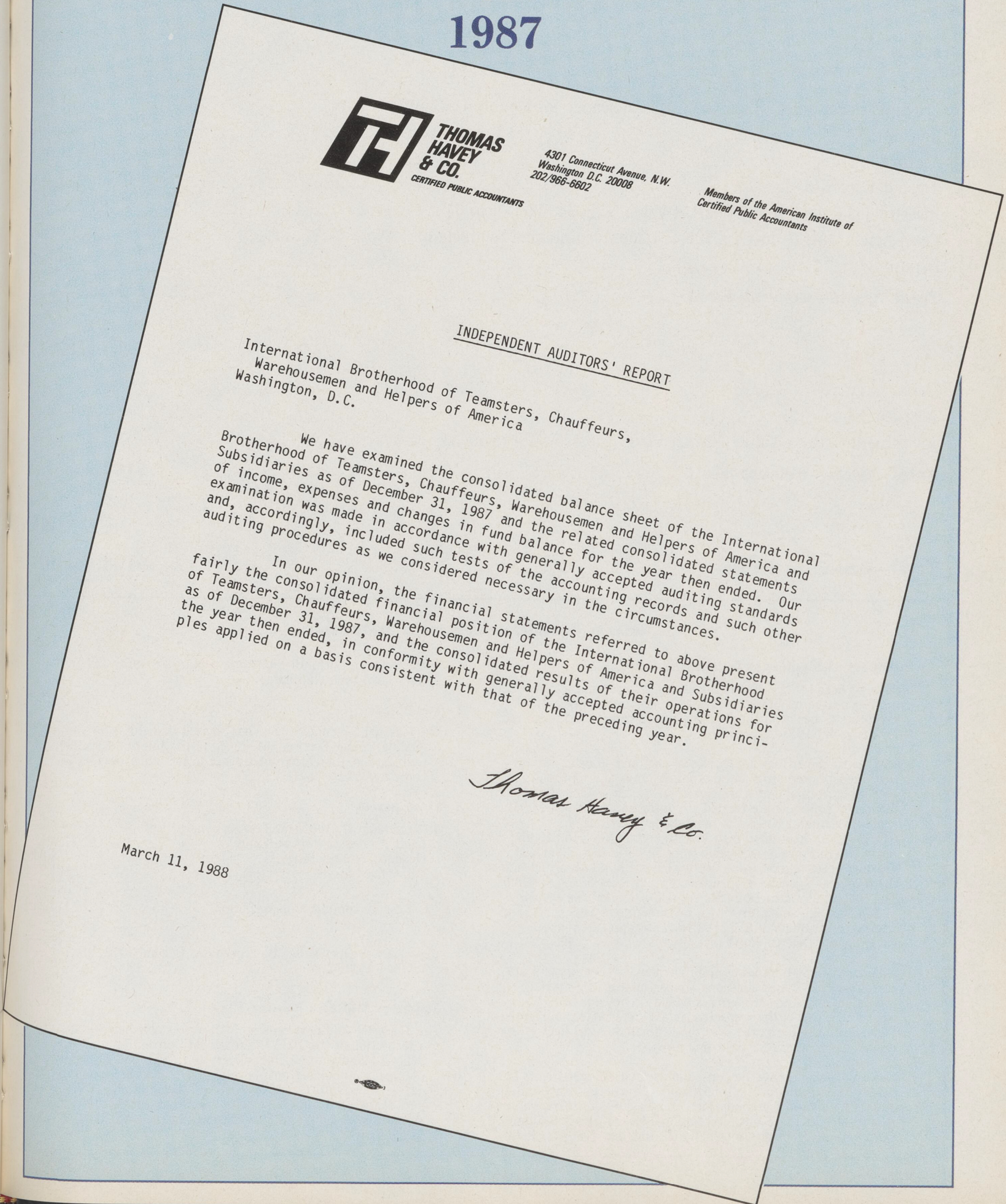
There is no time to sit on our laurels. Teamsters across the country are looking to repeat the electoral success that labor achieved in 1986. The Teamsters Union was particularly successful in the U.S. Senate races that year, when the DRIVE fund helped elect a number of men and women sympathetic to working people and their families, who were locked in close, costly political struggles.

The Top PACs of 1987

1.	International Brotherhood of Teamsters [Labor]	$4,194,290.00
2.	National Association of Realtors [Trade]	3,154,904.00
3.	American Medical Association [Professional]	2,788,412.00
4.	Campaign America (Dole) [Leadership]	2,417,616.00
5.	Auto Dealers/Drivers For Free Trade [Misc.]	2,118,677.00
6.	League of Conservation Voters [Misc.]	1,938,074.00
7.	National Education Association [Labor]	1,842,056.00
8.	American Citizens For Political Action [Misc.]	1,770,354.00
9.	United Auto Workers of America [Labor]	1,732,878.00
10.	National Congressional Club [Political]	1,578,091.00
11.	Nat'l. Assoc. Retired Federal Employees [Labor]	1,482,198.00
12.	American Telephone & Telegraph [Corporation]	1,415,225.00
13.	Victory '88 (Kemp) [Leadership]	1,314,064.00
14.	Int'l. Association of Machinists [Labor]	1,292,417.00
15.	Amer. Fed. State, City, Muninc., Empls. [Labor]	1,288,185.00
16.	Fund For America's Future (Bush) [Leadership]	1,231,192.00
17.	National PAC [Misc.]	1,080,431.00
18.	Communication Workers of America [Labor]	1,038,021.00
19.	Human Rights Campaign Fund [Misc.]	1,024,432.00
20.	United Steel Workers [Labor]	942,504.00

Source: PAC's and Lobbies

Financial
Report
1987



THOMAS HAVEY & CO.
CERTIFIED PUBLIC ACCOUNTANTS

4301 Connecticut Avenue, N.W.
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INDEPENDENT AUDITORS' REPORT

International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America
Washington, D.C.

We have examined the consolidated balance sheet of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and Subsidiaries as of December 31, 1987 and the related consolidated statements of income, expenses and changes in fund balance for the year then ended. Our examination was made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the financial statements referred to above present fairly the consolidated financial position of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and Subsidiaries as of December 31, 1987, and the consolidated results of their operations for the year then ended, in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

Thomas Havey & Co.

March 11, 1988

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and Subsidiaries

Consolidated Balance Sheet

December 31, 1987

GENE

Assets	
Cash	$ 1,398,775
Accounts Receivable—(Less $413,045 Allowance for Doubtful Accounts)	1,428,932
Inventories	856,091
Accrued Income	1,174,901
Prepaid Expenses	241,139
Investments—Book Value (Market Value $64,094,305) (Note 1)	65,277,215
Fixed Assets—(At Cost, Less $28,174,269 Accumulated Depreciation) (Note 3)	23,864,254
Deposits	425,726
Total Assets—General Fund	**$ 94,667,033**

DEFE

Cash	$
Accrued Income	
Investments—Book Value (Market Value $88,425,893) (Note 1)	
Total Assets—Defense Fund	**$104,178,784**

COMBIN

Total—Combined Funds	**$198,845,817**

Notes to Consolidated Financial Statements

1. Summary of Significant Accounting Policies

Method of Accounting—Assets, liabilities, income and expenses are recognized on the accrual basis of accounting with the exception of per capita and initiation fees which are recognized on the cash basis of accounting.

Investments—Securities are carried at cost and adjusted for amortization of premiums and discounts, notes and mortgages receivable from affiliates are carried at unpaid principal and insurance contracts are carried at contract value. The General Fund investments consist of marketable securities of $41,243,235, short-term cash investments of $11,115,849 and notes and mortgages receivable from affiliates of $12,918,131. The aggregate market value of the General Fund securities and the principal balances of investment receivables is $64,094,305. The Defense Fund investments consist of marketable securities of $68,481,265, short-term cash investments of $8,800,602 and insurance contracts of $15,369,216. The aggregate market value for the Defense Fund investments is $88,425,893.

Depreciation—Land, building, improvements and equipment are carried at cost. Major additions are capitalized while replacements, maintenance and repairs which do not improve or extend the lives of the respective assets are expensed currently. Depreciation is computed over the estimated useful lives of the related assets by the straight-line method.

Basis of Consolidation—The consolidated financial statements include the accounts of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and its subsidiaries the Teamsters' National Headquarters Building Corporation, Teamsters International, Inc. and Teamster Retiree Housing Corp. All inter-organization accounts and transactions have been eliminated.

2. Tax Status

The Internal Revenue Service has advised that the International qualifies under Section 501 (c) (5) of the Internal Revenue Code and is, therefore, not subject to tax under present income tax laws.

3. Fixed Assets

At December 31, 1987, fixed assets consisted of:

Land at headquarters building	$ 794,117
Headquarters building	11,742,885
Other fixed assets	39,501,521
	52,038,523
Less: Accumulated depreciation	(28,174,269)
	$23,864,254

Depreciation expense for the year ended December 31, 1987 totalled $5,134,488.

4. Teamster Affiliates Pension Plan

The Teamster Affiliates Pension Plan was established pursuant to a resolution at the 1961 International Convention and provides defined benefits to eligible officers and employees of the International's Affiliates. Contributions to the Plan are based on the advice of consulting actuaries and are made by the Affiliates as part of the per capita tax paid to the International. The amount contributed for the year ended December 31, 1987 was $12,155,347.

Exhibit "A"

Liabilities and Fund Balances

Liabilities		
Accounts Payable	$ 2,040,846	
Accrued Expenses	458,845	$ 2,499,691
Fund Balance—Exhibit "B"		
Unappropriated	91,556,676	
Public Employees' Assistance Fund	610,666	92,167,342
Total—Liabilities and Fund Balance		**$ 94,667,033**

Total—Fund Balance—Exhibit "C"	**$104,178,784**

Total—Combined Funds	**$198,845,817**

Notes to Consolidated Financial Statements

5. Officers and Employees Retirement Plans

The International has two defined benefit pension plans that cover the employees of the International and the Building Corporation (a wholly-owned subsidiary). The benefits are based on years of service, compensation and initial employment date. The International pays the full cost of the Plans and annually, based on the advice of consulting actuaries, determines the amount, if any, to contribute to the Plans. No contributions were required or paid for the year ended December 31, 1987.

	Family Plan	Equity Plan
Net periodic pension cost for the year ended December 31, 1987 is as follows:		
Service cost—benefits earned during the period	$ 2,719,353	$ 74,104
Interest cost on projected benefit obligation	3,375,148	201,253
Actual return on plan assets	(4,184,485)	—
Net amortization and deferral	(2,002,988)	196,785
Net periodic pension cost	$(92,972)	$ 472,142

The discount rate and rate of increase in compensation levels used in determining the actuarial present value of the projected benefit obligations were 9 percent and 5 percent, respectively. The expected long term rate of return on plan assets was 6 percent and the rate of increase in the Internal Revenue Code Section 415 limit was 4 percent.

The Plans' funded status at December 31, 1987 is as follows:

	Family Plan	Equity Plan
Actuarial present value of benefit obligation:		
Vested benefits	$ 38,185,630	$ 1,950,120
Non-vested benefits	1,994,212	—
Accumulated benefit obligation	$ 40,179,842	$ 1,950,120
Projected benefit obligation for service rendered to December 31, 1987	$ 46,709,732	$ 3,189,997
Plan net assets at fair value, primarily U.S. Treasury securities, listed stocks and real estate trusts	75,489,378	—
Excess (deficiency) of plan net assets over the projected benefit obligation—funded status	28,779,646	(3,189,997)
Unrecognized initial net obligation (asset)	(26,997,532)	2,754,987
Unrecognized net gain	(1,689,142)	(37,132)
Prepaid (accrued) pension cost	$ 92,972	$(472,142)

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America And Subsidiaries

Consolidated Statement of Income, Expenses and Changes in Fund Balance General Fund

Exhibit "B"

Year Ended December 31, 1987

Operating Income		
Fees		
Per Capita—Members	$ 72,613,432	
Initiation	672,065	$ 73,285,497
Other Income		
Sale of Supplies		580,958
Total Operating Income		73,866,455
Operating Expenses		
Defense Fund (See Exhibit "C")	7,444,661	
Teamster Affiliates Pension Plan (Note 4)	12,155,347	
Officers and Employees Retirement Plans (Note 5)	379,170	
Affiliation Fees	819,819	
Organizing Campaign Expense	6,656,840	
Administrative, Office and General	22,115,790	
Magazine—"International Teamster"	6,178,628	
Legislative and Political Education	2,408,995	
Communications	3,089,889	
Legal Fees, Expenses and Related Costs	2,759,324	
Judgments, Suits and Settlements	16,110	
Divisional and Departmental	16,281,418	
National Headquarters Building	3,869,880	
Branch Offices	89,393	
Supplies for Resale	483,713	84,748,977
Net Loss from Operations		(10,882,522)
Financial Income—Net		5,498,988
Other Income (Expense)—Net		126,889
Excess of Expenses Over Income		(5,256,645)
Fund Balance		
At January 1, 1987		97,423,987
At December 31, 1987		$ 92,167,342

Consolidated Statement of Income, Expenses and Changes in Fund Balance Defense Fund

Exhibit "C"

Year Ended December 31, 1987

Income		
Per Capita—General Fund (See Exhibit "B")	$ 7,444,661	
Financial Income—Net	7,158,692	
Gain on Foreign Exchange	281,507	$ 14,884,860
Benefits		
Out-of-Work Benefits		6,882,135
Excess of Income Over Benefits		8,002,725
Fund Balance		
At January 1, 1987		96,176,059
At December 31, 1987		$104,178,784

See Notes to Consolidated Financial Statements

Labor Springs Its Agenda on Congress

Both the U.S. House and the Senate have acted on a number of measures of interest to Teamster members and organized labor. In the past few weeks, we have seen some success but we did suffer a major loss in the Senate.

After lengthy floor debate, the Senate failed to end a filibuster on S. 79, the Occupational Disease Notification Act. This bill would have established a Risk Assessment Board to review medical and scientific materials regarding known or suspected health hazards. Workers identified as being at risk would be notified and entitled to employer paid monitoring and testing. Failure to end the filibuster, the managers of the bill chose to withdraw it from the Senate Floor. Opposition to the bill was led by the National Chamber of Commerce, the National Association of Manufacturers and the National Federation of Independent Businesses.

The Senate has passed S. 861, a bill to eliminate the present commercial zones for motor carriers. This bill would end the exemption from Department of Transportation regulations for drivers and equipment that operate wholly within a commercial zone, city or municipality. If this bill becomes law, commercial motor vehicles would be required to meet DOT equipment and safety standards. New drivers would be required to meet DOT medical standards. Present drivers, who maintain their current safe driving record, would be exempt from the coverage of the bill.

Two issues of major concern to Teamster members are in conference between the House and the Senate—drug testing and trade reform. Senate and House conferees continue to meet to resolve thousands of differences between the House and Senate passed versions of the trade bill. While progress has been made, conferees have agreed to drop the labor-supported Gephardt Amendment, which would have forced our foreign trading partners to reduce their trade surpluses with the United States.

Additionally, the Administration and business interests are strongly pushing Senate conferees to drop Senate language requiring plant closing notification. This modest provision would require advance notice in the event of a plant closing or lay-off. The provision would only affect businesses with more than 100 employees and only when more than one-third of the work force is affected by the closing or lay-off.

Trade conferees have finished action on one section of the bill which would permit the construction of a refinery in Alaska, a provision strongly supported by the Western Conference of Teamsters. This provision could provide much-needed jobs for Alaskan Teamsters.

On another front, little or no progress has been made on drug testing provisions added by Senators Hollings (D-SC) and Danforth (R-MO) to the Airline Consumer Disclosure bill. This provision would require the mandatory random, pre-employment, post-accident, reasonable suspicion, and periodic recurring testing of all transportation employees. Senate conferees strongly support the random testing provisions, while House conferees have objected to this section as unconstitutional and unworkable.

Senate supporters continue to generate press and interest for their provision through sensational hearings and press releases. They hope that public opinion will overwhelm the House conferees on the issue of random testing. A resolution to this difficult issue could be reached in the coming months.

In a related development, Senator Barbara Mikulski (D-MD) has added a provision to a Nuclear Regulatory Commission authorization bill to require the random drug testing of nuclear power plant employees.

This would include construction workers on nuclear power plants and service and maintenance employees who work for or on these facilities.

In the coming weeks, the U.S. House of Representatives will consider a bill to raise the minimum wage to $5.05 over the next four years. This bill will face major opposition in the House from the big and small business communities. Senate consideration of a minimum wage bill is expected later this summer.

Top Film and TV Personalities Will Star In "UNION, YES" Campaign Commercials

If actor Jack Lemmon, or singer Dionne Warwick, were on TV talking about unions, would you pause to hear what they had to say?

Most people would. That's why the labor movement's "UNION, YES" campaign has enlisted the assistance of these and other well-known stars to get out the message about the value of union membership.

When labor's new multi-million dollar advertising campaign hits the airwaves this May, popular celebrity figures will be featured in the first commercials slated to appear on regular commercial stations.

Favorite and familiar personalities will be delivering the campaign's basic message: a union gives workers a voice, fair treatment, and an effective way to solve problems on the job and in the community.

Bringing home this message along with Lemmon and Warwick will be such popular stars as Tyne Daly of the "Cagney and Lacey" TV series; Howard Hessman of TV's "Head of the Class;" and film and television actor Martin Sheen.

Campaign Will Stress Role Unions Play

The two-year campaign, approved by the AFL-CIO Convention last year, involves national advertising on network television, cable TV, local TV, network radio, and local radio stations. As an affiliated union, the IBT is in full support of the effort.

The campaign's theme song epitomizes the heart of its message: "America works best when we say UNION, YES!" This "tag line" will be used in both radio and television commercials to help emphasize the positive role that unions play in American life.

"UNION, YES" is intended to be more than an advertising campaign, however. It is a vehicle for every local union, every joint council, and every union member to sharpen and improve communications. The goal is to raise the level of respect among the general public for the value of unions in American society, and to increase the possibility that a new generation of younger workers will say "yes" to joining a union in future organizing drives.

"UNION, YES" was a response to recommendations in the 1985 report of the AFL-CIO's Committee on the Evolution of Work, "The Changing Situation of Workers and Their Unions." The campaign was developed by the AFL-CIO's Labor Institute of Public Affairs (LIPA), in conjunction with communications specialists of the Federation's international affiliates.

The campaign has already made its debut in the labor movement with dozens of national and international, state and local labor publications printing stories and ads announcing the start of the program. Teamsters were introduced to "UNION, YES" in a full-page story and back cover ad appearing in the January, 1988, issue of *The International Teamster.*

The AFL-CIO is providing a broad array of materials designed to assist labor organizations in incorporating the campaign's symbols and themes into their own publications. These tools include print logos, radio commercials, public relations advice, an introductory "UNION, YES" videotape, and an organizer's kit.

Further details about the campaign will be provided when available in future issues of *The International Teamster.*

AMERICA WORKS BEST WHEN WE SAY...

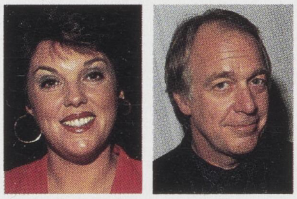
UNION YES

AMERICAN FEDERATION OF LABOR ★ CONGRESS OF INDUSTRIAL ORGANIZATIONS ★

I. B. OF T. C. W. & H. OF A.

Co-star with Jack Lemmon in a Union, Yes! commercial.

Join the "Why I said Union, Yes!" campaign. Let America know what your union has done for you. Show people the positive side of our unions. And help workers who don't have a union to think "Union, Yes!" If your entry is selected, you'll co-star on a national commercial with Jack Lemmon.



Tyne Daly (Cagney and Lacey) and Howard Hesseman (Head of the Class) are spreading the "Union, Yes!" message. They're the first two of many stars helping our unions get the message home on national television—starting May 11th.

You'll be seen on network TV this fall. Your commercial will be part of labor's next high visibility network TV schedule this fall.

Yes! I want to co-star in a "Union, Yes!" commercial. In 25 words or less, tell how your union helped you solve a problem on the job. Send your name, address, telephone number, name and number of your union local, and the job you perform to: **"Why I Said Union, Yes!" c/o the AFL-CIO, P.O. Box 27543, Washington, D.C. 20006.** Your entry must be postmarked no later than July 4, 1988.

Employees and officers (and their families) of the AFL–CIO, its affiliates, and agencies are not eligible.

AMERICA WORKS BEST WHEN WE SAY...

UNION

YES ✓

AMERICAN FEDERATION OF LABOR · AFL · CIO · CONGRESS OF INDUSTRIAL ORGANIZATIONS

VHF UHF
2-6 7-13 14-83
TV TUNING
MIN MAX
VOLUME
BRIGHT
CONTRAST
ON OFF
POWER
VHF UHF
SELECTOR
RECHARGE

Watch Americans making a better America

At the
AFL-CIO
Union-Industries
Show
May 6-9, 1988
Rivergate Exhibition
Center
New Orleans, Louisiana

Children Must Be Accompanied
By An Adult

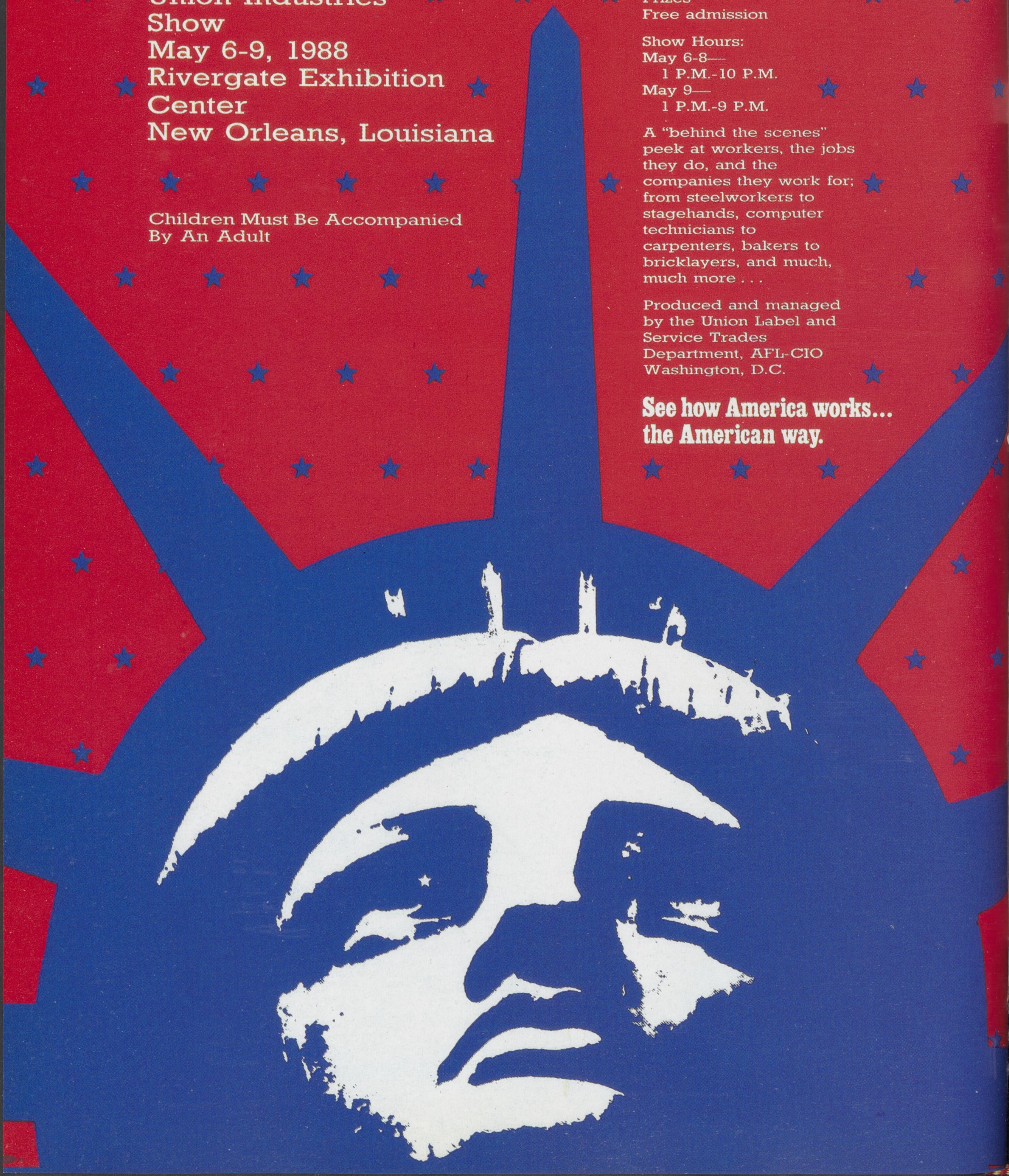
Over 300 exhibits,
demonstrations
Gifts
Prizes
Free admission

Show Hours:
May 6-8—
1 P.M.-10 P.M.
May 9—
1 P.M.-9 P.M.

A "behind the scenes" peek at workers, the jobs they do, and the companies they work for; from steelworkers to stagehands, computer technicians to carpenters, bakers to bricklayers, and much, much more . . .

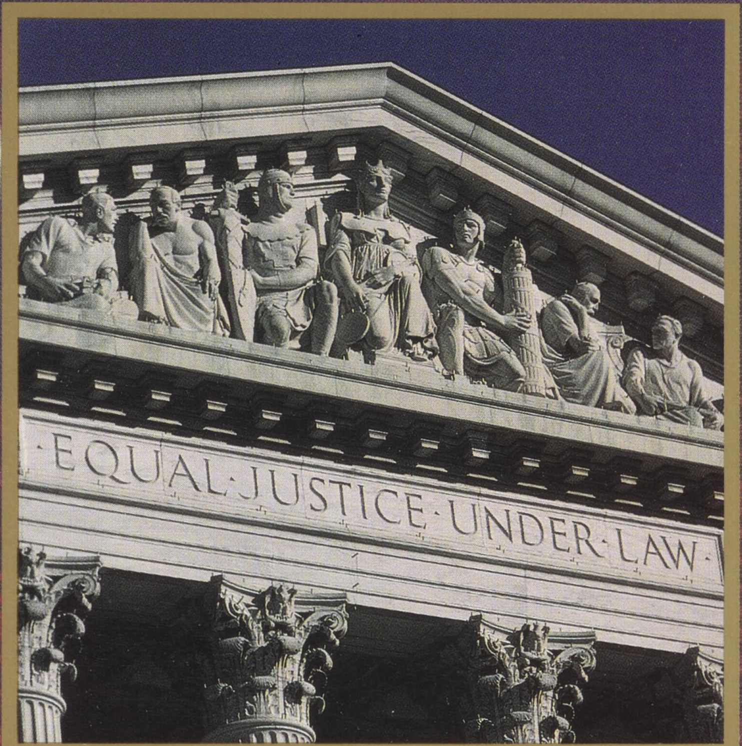
Produced and managed by the Union Label and Service Trades Department, AFL-CIO Washington, D.C.

**See how America works...
the American way.**



THE INTERNATIONAL
JUNE 1988

TEAMSTER


EQUAL·JUSTICE·UNDER·LAW

Teamsters Battle Government Takeover
The Struggle to Protect Our Rights Continues

Message from the General Secretary-Treasurer

May opened on a somber note for Teamsters everywhere and for everyone who works in the labor movement. On May 4, my friend and our respected and admired General President Jackie Presser asked me to meet him at the Cleveland Clinic concerning his current health problems. During this meeting, Jackie gave me the following letter:

"Following completion of a physical examination at the Cleveland Clinic, my physicians advised me to undergo an additional course of radiation therapy. During the period of this treatment and for a period of time afterwards, I have been advised to rest and avoid all forms of stress.

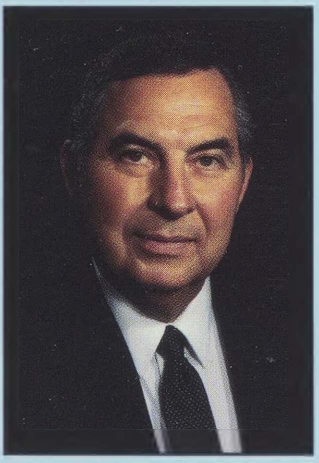
"Consequently, I will be temporarily unavailable. Therefore, in accordance with Article VI, Section 8(b) of the International Constitution, you are authorized to temporarily exercise all of the powers and duties of my office during the next 120-day period. Should my advice and counsel be necessary during my temporary absence, please feel free to call upon me."

I know I speak for all of us when I wish him a full recovery and a speedy return to his office. Our prayers are with Jackie.

I accept the responsibility placed upon me by our International Constitution on behalf of the membership, and I pledge to you that this International will run smoothly and continue in the same progressive direction that has been set out during the past five years.

The challenges to organized labor mount steadily every day. With your support and the support of the International General Executive Board and each and every Teamster local, joint council and conference, I am confident we can successfully complete the tasks that lie unfinished until General President Presser resumes his post.

Foremost among these is the continuing threat of a Federal Government takeover of this and other international unions. I'm pleased to report that the counteroffensive we launched last September in Cincinnati has continued to gain momentum. This issue goes beyond free trade unionism, though certainly the main motivation behind those who are contemplating these takeovers is the wish to destroy the American labor movement. I want to assure every Teamster member that this International is continuing its efforts to defeat this absurd anti-democratic scheme with every means at its disposal, and will do so until this sordid plan is buried once and for all.



Weldon L. Mathis

I recently addressed the AFL-CIO Executive Council on the use of civil RICO to place our International Union under federal trusteeship. The AFL-CIO Executive Council has renewed its August 19, 1987, pledge to support our efforts in this area.

We are also fighting on behalf of the American worker on another very important front, and that is in the area of our national trade and economic policies. We have worked diligently in support of the Omnibus Trade Bill that has passed in both the House and the Senate. However, President Reagan has vowed to veto the bill because of a provision calling for 60-day notification to workers in the event of a plant closing.

This threat of a presidential veto is a gratuitous slap in the face of every American worker and should give us all an idea of the magnitude of the struggle we face to restore the American labor movement to its former greatness. I urge all Teamsters to write or call their legislative representatives in Congress now and demand that they vote to override this heartless and mindless presidential veto.

With respect to DRIVE, on behalf of General President Presser and the entire General Executive Board, I want to thank personally each individual Teamster member who has contributed to the Teamster political action committee. Thanks to your contributions, DRIVE is now number one, not just among labor union PACs, but among all political action committees throughout America.

Besides legislative initiatives, the International will also continue to service the membership with all its programs for assistance in organizing, collective bargaining, corporate campaigns, litigation, education, and health and safety.

In conclusion, the IBT is moving forward today on all fronts and will continue to move forward over the next four months, expanding the legacy of the last five years and preserving the heritage of the last eight decades. In the meantime, we will keep you apprised of General President Presser's condition as reports are made available to us.

Fraternally,

THE INTERNATIONAL
TEAMSTER
DEDICATED TO SERVICE
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June 1988 Volume 85, No. 6

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New Orleans hears Labor's message

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A letter from the Freight Director

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Talks are for a new 3-year agreement

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Would be first raise since 1981

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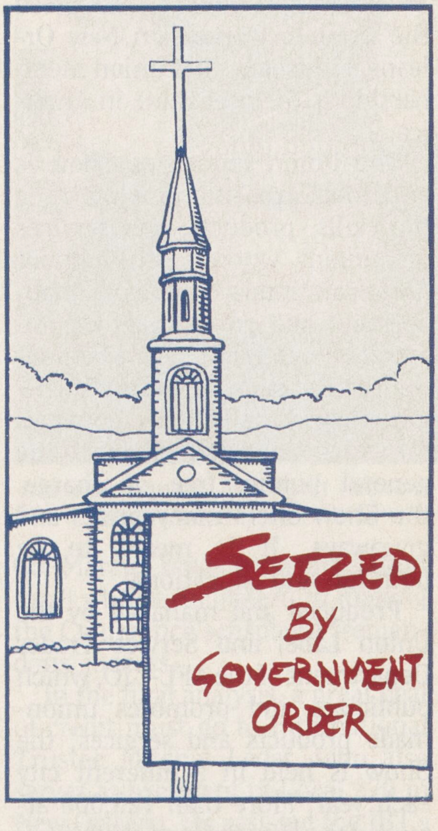

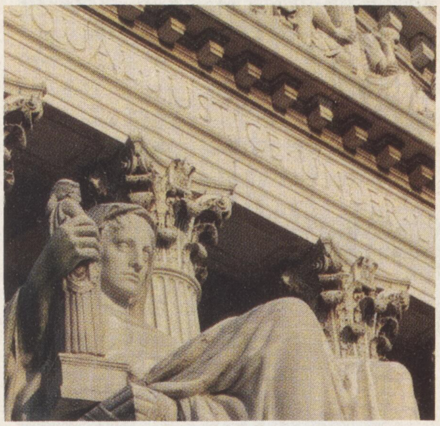

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

Editorial material should be addressed to: Teamsters Union, Communications Department, 25 Louisiana Ave., N.W., Washington, D.C. 20001

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Teamsters Participate in AFL-CIO Union-Industries Show

Participating in the AFL-CIO's Union Industries Show, the Teamsters Union helped spread the word to workers in New Orleans, Louisiana, that union membership is the best value in America.

The Union Industries Show is an annual exposition highlighting the skills, products, and services of union workers throughout American industry. Labor, management and government exhibitors join together to offer a behind-the-scenes peek at workers, the jobs they do, and the companies for which they work. Open to the general public, free of charge, the Show offers many prizes and giveaways. It is meant to be both fun and educational.

Produced and managed by the Union Label and Service Trades Department of the AFL-CIO, which publicizes and promotes union-made products and services, the Show is held in a different city each year. More than 125,000 attended the New Orleans exhibition, which was held May 6–9, 1988, at the Rivergate Exhibition Center.

Teamster Teamwork

As anyone who attended the last Teamster Convention in Las Vegas, Nevada, already knows, the Union puts on a first-rate exhibition and the Teamster display at the Show in New Orleans was no exception.

The Teamsters' area focused on the Union's diversity and stressed its spirit of cooperation with the companies that participated.

A twin trailer, provided by Preston Trucking, offered the most visable part of the Teamster display. The rig was driven to New Orleans and maneuvered into the crowded exhibition center by two highly skilled Teamster members who represented both the Union and the company at the event.

Don Wilson of Local 470 in Philadelphia, Pennsylvania, is a road driver and a 25-year member of the Teamsters Union. He commented that the Union's participation in the Show was a good idea, "because it's educating people about the Teamsters."

Praising his company for its receptiveness to its employees' ideas, Wilson noted, "I've worked for several trucking companies, and I think Preston is the best in terms of their relationship with the employees. I think it is a good company to work for."

Wilson was one of several Preston employees selected by the company to accept the U.S. Senate Productivity Award in 1986.

Ron Wyatt of Local 557 in Baltimore, Maryland, is a city driver and a 19-year member of the Teamsters. Commenting on his Union's involvement in the Show, Wyatt said, "I personally think it is a good thing, because we need to show that labor and management can cooperate."

Wyatt agrees that Preston is a good carrier to work for and expressed his commitment to the company's drive for excellence by saying, "I take pride in my job, and I try to do the best I can."

Preston Trucking has been recognized nationally as one of the best 100 companies in America for which to work, as determined by a group of experts in labor-management cooperation.

United Parcel Service Joins Teamster Exhibit

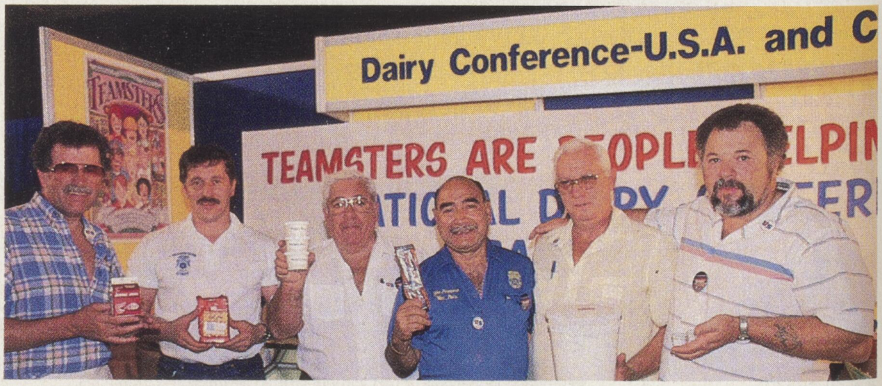
Another employer of Teamster members, United Parcel Service, also had an impressive display within the Teamsters' exhibit area. The company's local administrative office supplied representatives for all four days of the event. They promoted the company by passing out key chains and brochures.

The UPS display included a film outlining the company's services and highlighting its strong move into the overnight, small-package delivery business.

Because the Teamsters' contract with UPS is the largest, in terms of the number of members represented by a single employer, it was appropriate that the company was part of the Teamsters' display.

Parcel and Small Package Trade Division Director Dan F. Darrow, who represented the Teamsters in UPS's section, thanked the company for "helping to make the show a spectacular success."

"I thought it was a very impressive show," Darrow commented.



Representatives of the Teamsters' Dairy Conference-U.S.A. and Canada, distributed a variety of delicious snacks and treats that were popular with visitors to the Show.

"I look forward to getting involved again next year."

Brewery and Soft Drink Conference Joins Show

Representatives of the IBT's Brewery and Soft Drink Workers Conference were on hand in New Orleans to help showcase the Teamsters Union.

Division Director Charlie Klare expressed thanks to the brewing companies that contributed promotional and display material for the Teamster booth. These companies include Anheuser-Busch, Genesee, Heilman, Miller and Stroh breweries. Nabisco provided sample cookies that were very popular with Show visitors.

Dr. David Boileau, Director of the Teamsters' Human Services Department, brought materials describing his Labor Education Program to the Show. Sponsored by the Teamsters Union, Dr. Boileau has developed a national program that helps teachers incorporate labor studies in their teachings.

"Our purpose is to help students understand that as a result of the union movement, workers have made conscious decisions and established systems enabling people to make their jobs serve human dignity," Boileau explains. "Unions do this by improving working conditions, safety and health standards, and pay."

Boileau's booth was very popular. He distributed Teamster T-shirts and key rings, along with literature on the Union.

Dairy and Bakery Divisions Are Big Hits

One of the most popular sections in the entire Union Industries Show was the side-by-side displays of the Teamsters' Bakery and Dairy Conferences. A steady stream of people filed by the area throughout the four-day show, tasting some of the delicious snack items that are produced by the Teamster members who work in these industries.

Robert N. Meidel, director of the National Bakery Conference—U.S.A. and Canada, represented his group in New Orleans. Meidel expressed great appreciation to the following companies for their contributions to his display: General Biscuit, a division of Salerno; Entenmann's Inc.; Hostess; Drake Bakeries; Heileman; and Frito Lay.

The National Dairy Conference—U.S.A. and Canada brought a large contingent of representatives to the Union Industries Show. These men and women made vital contributions to the success of the exhibit through their hard work.

Led by the Conference's Chairman, Robert E. Marciel, the group passed out treats made by Teamster members working for the following companies: Reeser Foods, Inc.; Penn Dairies, Inc.; Borden, Inc., Dean Foods Co.; Carnation Dairies; Darigold, Inc.; Adhor Farms; S. E. RyKoff & Co.; CFS Continental; Swiss Dairy; Haagen Daz; Beatrice Foods; and Lily Cup Co. Marciel sends his appreciation to all who participaterd in making the Conference's display a tremendous success.

Teamster members Ron Wyatt (left) and Don Wilson worked in the Preston booth.

PRESTON PEOPLE
WE MAKE THE DIFFERENCE
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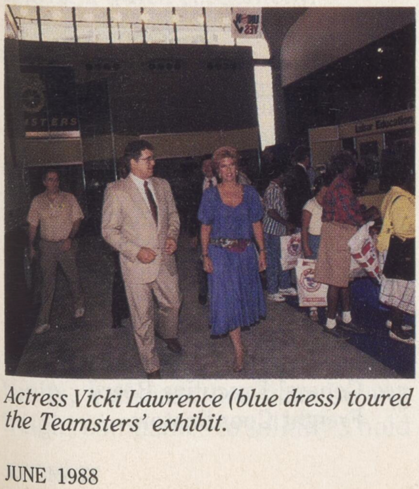
In the final analysis, a great deal of credit must go to International Trustee Mitchel Ledet, who also serves as president of Local 270 in New Orleans. He assisted the IBT's Research and Communications Departments in coordinating the event and in helping to staff the exhibit. Their assistance, and that of all the Teamsters and companies included, was greatly appreciated by the International.



Actress Vicki Lawrence (blue dress) toured the Teamsters' exhibit.

Guests rushed at the chance to get a Teamster T-shirt.

International Trustee Mitchel Ledet (left) talks with Robert N. Meidel.

iry Conference-U.S.A. a

Freight Members Ratify National Agreement

On May 19, 1988, Jack Yager, co-chairman of the Teamsters National Freight Industry Negotiating Committee, sent a "TITAN" electronic mail message to all Teamster affiliates advising them that the National Master Freight Agreement had been ratified by the freight membership.

That message read:

> The Neutral Election Supervisor has advised that the balloting on the proposed National Master Freight Agreement has resulted in less than majority approval, but failed to reach the two-thirds vote required by the International Constitution to reject the proposed Agreement and authorize a strike. The actual vote was: Approve 36,782 Reject 64,101.
>
> Accordingly, we are required by the Constitution to accept such final offer and such additional provisions which we may be able to negotiate. We have requested a meeting with the involved employer associations. If we are successful in obtaining any additional provisions, we shall advise you.
>
> Some questions have arisen concerning the provisions of the Constitution which require that the final contract offer made by the employer to the union shall be approved by a majority vote of the involved members voting; but that a contract can be rejected only by a two-thirds negative vote. If not so rejected, the union is required to accept such final offer; if rejected, a strike may be called without any further vote.
>
> This provision of the Constitution was adopted by the 1961 Convention. Prior to 1961 the Constitution required a majority vote to accept the employer's offer. If the offer was not accepted by a majority vote, a separate vote had to be taken for a strike. The strike could not be authorized unless approved by two-thirds vote. This two-thirds strike vote has been a requirement since the founding of the union and has been continued in effect because experience has generally shown that strikes called by a bare majority are difficult to sustain.
>
> Additionally, under the former provisions of the Constitution, many circumstances arose in which the membership would refuse to accept an employer's offer by a majority vote. At the same time the membership also refused to approve or authorize a strike by a two-thirds vote. This rejection of a contract and refusal to strike led to situations where, with no contract being accepted and no strike being authorized, members and their negotiating representatives were left without a solution. The refusal to approve an offer without authorizing a strike, could continue through many union meetings and much balloting over a period of several months. In some instances the stalemate could not be resolved at all.
>
> Accordingly, at the 1961 Convention, the Constitution Committee proposed what are, in essence, the present provisions of the Constitution now found in Article XII, Section 1 (local unions) and 2 (national bargaining, etc.). The proposals were extensively discussed and debated, and finally approved by the Convention as the only practical way to solve the problems which arose under the old procedure. At subsequent Conventions, proposals were made to change the ⅔ contract rejection rule but were rejected.
>
> Since that time it has been the procedure for the Negotiating Committee in each instance to determine whether the employer's offer is a final one, and if so, to notify the involved members that the one-third/two-thirds rule has been invoked so they may know the significance of their vote. This was done on the voting of the National Master Freight Agreement this year. The notice appears in the covering letter which went to all eligible voters. Since the vote on the National Master demonstrated that less than two-thirds of the voting membership voted to reject the contract and to call a strike, the National Negotiating Committee and the International Union had no choice but to declare that the contract had been accepted. The union cannot now strike without violating a contract. Unfortunately, only 57% of the ballots mailed were returned. Over 80,000 members did not return their ballots. It is possible to assume that those members were satisfied with the final offer because, if not, they would have cast ballots rejecting the contract.
>
> Obviously, as the rejection vote demonstrates and our reports indicate, there were disagreements among many members over different interpretations of different provisions of the contract. Some of such interpretations were wholly inaccurate. We assure you that we will not permit interpretations that are unreasonable or prejudicial.
>
> The contract does provide a minimum increase in wages and benefits of 10% over the next three years. The increases in the health and welfare and pension contributions are particularly significant in view of rapidly increasing medical and hospital bills.
>
> Monetary improvements will be retroactive to April 1, 1988. Additional details regarding payment of retroactive pay increases and contract implementation dates will be provided in the next few days.
>
> Since the Constitution requires that the final offer be accepted as a result of failure to reject by two-thirds vote, any strike or work stoppage will be a violation of the Agreement and have serious consequences. We hope that you will cooperate with us in this matter and that we can all now work together in furtherance of the best interests of our members and the International Union.
>
> Fraternally,
>
> Jack B. Yager
>
> Jack Yager
> Co-Chairman
> National Master Freight
> Negotiating Committee
>
> cc: General Executive Board
> Freight Coordinators

Carhaul Talks Open in Baltimore

Contract negotiations between the Teamsters National Automobile Transporters Industry Negotiating Committee and carhaul employers began in earnest on April 25 in Baltimore, Maryland. The talks, which are expected to last right up to the May 31 deadline, are being chaired by International Vice President Walter Shea for the union and Ian Hunter for the employers.

In his opening remarks, Vice President Shea set the tone for the negotiations to follow by expressing the Union's determination to win the best possible package for its members in the carhaul industry. "There are certainly a few clouds on the horizon but we know that the economic climate for the carhaul industry allows for significant gains for our membership," Shea stated. "We are well aware of the competitive pressures emanating from rail and the uncertainty cast in shippers' minds by the strike in 1985. While we are willing to work together to strengthen our competitive position *vis a vis* rail, nevertheless, we are determined to win a contract that our members can enthusiastically support."

For his part, Hunter, representing the National Automobile Transporters Labor Division, invoked memories of the 21-day strike in 1985 and the specter of strong competition from the railroads in urging a quick settlement.

Sending A Message

"During the course of these talks, we must send a clear signal to the shippers that carhauling by truck is a reliable mode of transport," Hunter said.

Indeed, today, 60 percent of domestic carhaul freight is moved by rail, compared with just 10 percent 25 years ago. Seeing their opportunity, railroads are also buying freight companies to solidify a hold over the carhaul market.

With these competitive realities in mind, negotiators began the arduous task of examining the current agreement article-by-article and debating the various alterations proposed by both sides.

Resolution of the contract to the mutual satisfaction of both labor and management will be no easy task, though both sides pledged their best efforts to reach an agreement that not only promotes our members' wage and pension interests, but protects their jobs as well. Talks resumed on May 11 and, as we go to press, are expected to run continuously through to May 31.

Labor and management negotiators are bargaining for a new three-year contract covering Teamsters employed in the auto transport industry. The contract expires on May 31. Negotiations are expected to continue until the deadline.

Little Change in Number of Fatal Accidents Involving Heavy Trucks

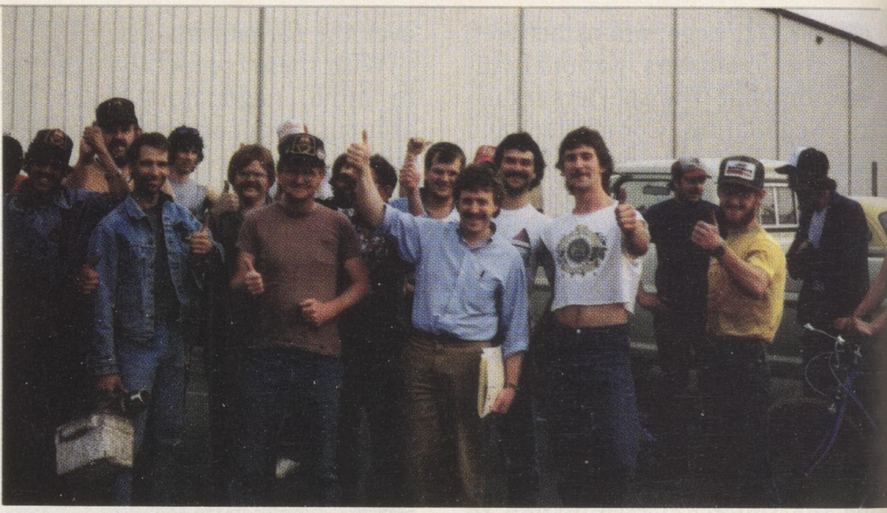
There were 4,167 fatal accidents involving heavy trucks in 1986, according to the National Highway Traffic Safety Administration. That is about the same (within one or two percent as it was in 1984 and 1985.

Overall, 4,881 people died in heavy truck accidents in 1986. Of those killed, 777 were occupants of the trucks, according to NHTSA.

"These figures show that we still have a big job to do," said Teamsters Safety and Health Director R.V. Durham. "We've made good progress on safety in our contracts. There are a lot of things DOT could be doing to make the truck safer, but they don't seem inclined to regulate the equipment—just the driver."

NHTSA estimates that the percentage of passenger car drivers in fatal accidents who had more than .1 percent alcohol in their blood was about *nine times* higher than the rate for heavy truck drivers: 26 percent for car drivers, vs. three percent for truck drivers. Most states consider a person to be driving-under-the-influence when the alcohol level in his or her blood is above one percent according to NHTSA, 95 percent of the heavy truck drivers who are involved in fatal accidents have no alcohol in their blood at all.

Comet Trailer Corporation Employees Vote 2 to 1 to Join Teamsters



IBT International Organizer Leonard Smith (center, in blue shirt) celebrates with several of the Comet employees following their vote to join the Teamsters.

The strongwilled determination of the employees at Comet Trailer Corporation in Yakima, Washington, to achieve a voice in determining their working conditions resulted in an almost two to one vote in favor of Teamster representation.

The 115 employees at Comet work as welders, painters, assemblers and in other production positions to make a full line of trailers for the trucking industry.

Prior to 1983 the company was located in Spokane, in eastern Washington state, and was covered by a Teamster contract with Local 582. However, in 1982, the company changed ownership and the new employer refused to bargain with the Union. Instead this employer hired an attorney to bust the Union. Through intimidation and scare tactics the employer convinced the employees to reject the Teamsters in the subsequent representation election. Shortly after the election the employees were informed that the Spokane plant would be closed and that anyone unwilling to move to the new Yakima plant would be fired.

After moving the company to Yakima and hiring a new group of employees, Comet's management continued its anti-worker and anti-union programs. When employees protested substandard wages and unsafe working conditions, they were simply told to "find another job" if they could not adjust their attitude.

Workers Refuse to Give Up

Rather than submit to their employer's ultimatum, several of the workers approached Local 524 in Yakima, seeking Teamster help. At the request of the Local Union, International Organizer Leonard Smith was assigned to the campaign. Working with Local 524 Business Agents Mark Rogstad and Joe Tanasse, they were able to form a strong organizing committee, who when fully educated about the benefits of Teamster representation, succeeded in signing up a majority of the employees within a few short days.

Comet again employed its attorney to conduct its anti-union campaign. The Company engaged in fear tactics, lies and intimidation in an attempt to prevent the employees from voting in favor of the Teamsters. Employees were told the plant would close down if the Union was voted in; they were told they would have to strike before any action would be taken on their requests; and they were forced to sit through misleading and propagandistic speeches and videotapes insinuating that the Teamsters Union was a corrupt organization. In addition to these threats, the employer illegally laid off employees who were leafletting at the plant.

Despite the extreme measures taken by Comet, the workers stuck together and won. Local 524 Secretary-Treasurer Mel Tanasse credits a large part of the win to the "fine support and excellent organizing job of Leonard Smith. Leonard was able to anticipate the company's next move and was able to prepare the Committee and Comet employees for whatever it was. We were really able to stay one step ahead of them during the course of the campaign."

Contract Proposal Highlights Safety Concerns

As this issue of *The International Teamster* goes to press, Local 524 is working with the employee representatives to draft a contract proposal to be submitted to Comet. The employees' main concern is safety, followed by wages and then medical benefits, including dependent insurance coverage. The employees are forced to work with hazardous chemicals, although Comet does not currently provide protective clothing, wash-up time or adequate ventilation.

Thanks to the solid vote in favor of Teamster representation, the workers at Comet can rest assured that their primary concern for safety will be addressed immediately. The first priority of the Teamster local will be to correct the safety hazards at the Comet plant, and then proceed to address other concerns, such as wages, fringe benefits, and other working conditions.

Minimum Wage Increase Seen Likely

Legislation to raise the minimum wage is given a very good chance of passage in the U.S. Congress.

A bill to increase the minimum wage rate (currently, at $3.35 per hour) to $5.05 in several phases over four years has been reported out of the House Education and Labor Committee. A companion measure in the U.S. Senate Labor Committee seeks to raise the minimum wage to $4.65 per hour over the next three years. The minimum wage has not been increased since 1981, the longest period it has remained unchanged in 50 years.

When the Fair Labor Standards Act was passed in 1938, it set a minimum wage for workers that was designed to allow for a reasonable standard of living. Traditionally, the minimum has been approximately equal to 50 percent of average hourly earnings. Today's rate, however, is only 37 percent of average hourly earnings.

Since 1981, the last year the minimum wage was increased, the cost of living has gone up nearly 32 percent. The unsurprising result is that the minimum wage is not even close to the reasonable standard of living it was designed to provide by the original legislation. Today, a person working full-time, year-round at $3.35 an hour earns $6,968, or about $4,600 less than the 1986 federally-set poverty level for a family of four.

The minimum wage is currently at a 32-year low. Over the seven years of the Reagan Administration, opponents of a rise in the minimum wage have been successful in preventing any legislated increase. Their arguments remain the same as they have always been, contending that any increase in the minimum wage causes unemployment and fuels inflation.

A look at historical statistics provided by the Food and Allied Service Trades Department of the AFL-CIO severely undermines the unemployment argument [see box].

Statistics also show that the specter of a burst of inflation behind a minimum wage increase is also a groundless scare tactic. A survey done in 1981 by the Minimum Wage Study Commission, a bipartisan research body, showed the effects of the January, 1980 increase. When all industries were considered, only 20.8 percent raised prices to cover increased labor costs. However, 12 percent of the industries raised prices regardless of labor costs and 66.2 percent of the industries surveyed did not raise prices at all.

In summary, then, a number of facts should be brought to the Congress' attention in the debate over an increased minimum wage:

- More than 50 percent of the minimum wage earners are in the service sector, the largest growing but lowest paying sector of the economy.

- When minimum wage has been increased in the past, there have been no adverse effects on employment. In fact, during the 1950s and 1960s when the minimum was relatively high, unemployment among the minimum wage earners was low. During the late 1970s and 1980s the wage floor eroded and unemployment increased.

- The bipartisan Minimum Wage Study Commission found that a 10 percent increase in the minimum wage would have less than a 0.3 percent effect on inflation.

Teamsters interested in fairness to the American worker by raising the minimum wage should contact their U.S. Senators and Congressmen and urge them to vote in favor of S.837, introduced by Senator Edward Kennedy (D-MA) and H.R. 1834, introduced by Representative Augustus Hawkins (D-CA).

Employment Grows as Minimum Wage Increases

Jan. 25, 1950—Minimum Wage increase: .40 to .75
1949—43,778,000 in workforce
1950—45,222,000 in workforce
Mar. 1, 1956—Minimum wage increase: .75 to $1.00
1956—52,408,000 in workforce
1957—52,894,000 in workforce
Sept. 3, 1961—Minimum wage increase: $1.00 to $1.15
1961—54,042,000 in workforce
1962—55,596,000 in workforce
Feb. 1, 1963—Minimum wage increase: $1.15 to $1.25
1963—56,702,000 in workforce
1964—58,331,000 in workforce
Feb. 1, 1967—Minimum wage increase: $1.25 to $1.40
1967—65,857,000 in workforce
1968—67,951,000 in workforce
Feb. 1, 1968—Minimum wage increase: $1.40 to $1.60
1968—65,857,000 in workforce
1969—70,442,000 in workforce
May 1, 1974—Minimum wage increase: $1.50 to $2.00
1974—79,351,000 in workforce
Jan. 1, 1975—Minimum wage increase: $2.00 to $2.10
Jan. 1, 1976—Minimum wage increase: $2.10 to $2.30
1976—79,635,000 in workforce

D Day in San Antonio:

Teamsters Help Organize "Japan Inc."

No, the Teamsters Union has not launched an organizing campaign in Japan. The Union has, however, organized American workers employed by a Japanese firm in the United States.

The IBT, allied with five basic trade unions, all members of the AFL-CIO as well as of the Teamster-supported National Joint Heavy & Highway Construction Committee, has negotiated collective bargaining agreements for several projects worth millions of dollars with the Ohbayashi Corporation, a Japanese construction company with a number of projects in the United States.

Spearheaded by this Heavy Highway Committee, the IBT; the Operating Engineers; Ironworkers; Carpenters; Laborers'; and the United Cement, Lime, Gypsum and Allied Workers international unions have all been involved in the months-long effort to have all of the work by the Japanese firm in the United States done by union trades workers. Success in this effort means that tens of thousands of Teamster members in the building material and construction industries will have full, secure, and gainful employment with all the benefits of collective bargaining agreements.

In January of this year, Ohbayashi signed a project agreement for a tunnel project valued at $47 million in San Antonio, Texas. Also, the company is building an auto assembly plant valued at $875 million for Toyota near Georgetown, Kentucky, under a project labor agreement. A third major project agreement for a highway project in Arizona valued at $28.5 million, which had been planned to go open shop, will be done by Teamster members and other organized workers employed by Ohbayashi in a joint venture with Dillingham Construction, Inc.

SAN ANTONIO TUNNELS
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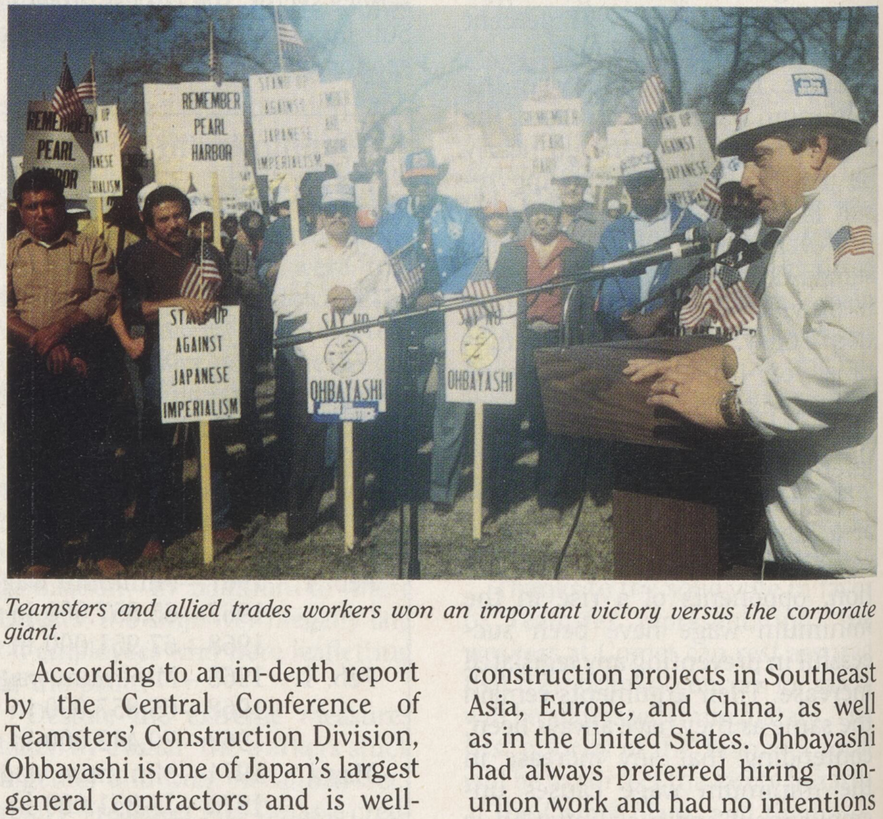
Pictured from left to right are: United Brotherhood of Carpenters Representative Ron Angell, Kanami Tonada of Ohbayashi Construction Co.; Terry Bumpers, National Joint Heavy and Highway Construction Committee director; and Abel Gonzales, Laborers Union representative.



Teamsters and allied trades workers won an important victory versus the corporate giant.

According to an in-depth report by the Central Conference of Teamsters' Construction Division, Ohbayashi is one of Japan's largest general contractors and is well-known and widely respected for its emphasis on research and development and for its "forward-looking technology." The company has construction projects in Southeast Asia, Europe, and China, as well as in the United States. Ohbayashi had always preferred hiring non-union work and had no intentions of changing.

Because of the growing number of contracts and the increasing number of American workers employed by the Japanese company, the Heavy Highway Committee, under the leadership of its director, Terry Bumpers, decided to try to bring the giant contractor to the bargaining table. This decision, of course, was not good news to Ohbayashi, and the company was prepared to fight.

December 7, 1987: D Day for American Labor

Encouraged by the IBT's Building Material and Construction Division director Tom Kellerhuis, the Heavy Highway Committee put together a massive building trades demonstration in San Antonio, Texas, to force the Japanese firm's executives to reconsider their open shop ways. Taking place on December 7th, the demonstration is seen as "D day" for roughly two thousand Teamsters and building trades workers who stood up to the Japanese giant.

The demonstration was a resounding success, and Ohbayashi ended up at the bargaining table. One employee of the firm says that Ohbayashi is "not a bad company to work for, but a collective bargaining agreement will make all the difference in the world." Now that the corporate giant will be benefiting from the superior job performance of Teamster members and other organized workers, there is indeed a brighter horizon for Teamster members in the building material and construction industries.

According to Division Director Tom Kellerhuis, "Through the National Joint Heavy and Highway Construction Committee, we in the Teamsters and the five other AFL-CIO unions, working together, brought another giant contractor under the fold of a collective bargaining agreement. In view of the company's nonunion record, we set a precedent, insofar as Ohbayashi will henceforth look to the Heavy Highway Committee to work up an agreement in any future project for which they bid and in any of their heavy and highway jurisdictional work. Morever, they will use the six basic trades to do their jurisdictional work under a collective bargaining agreement."

The National Joint Heavy and Highway Construction Committee organized a demonstration in San Antonio, Texas, in which approximately 2,000 Teamsters and building trades workers called for the Japanese firm, Ohbayashi, to come to the bargaining table.

Meatpacking "Most Dangerous"

Meatpacking is "the most dangerous industry in America today," according to the Government Operations Committee of the U.S. House of Representatives.

The Committee recently issued a special report entitled "Here's the Beef," which was highly critical both of management practices regarding safety, and of OSHA's safety inspection policies. Stating that "an alarming number of workers are being injured and maimed each year, the Committee called for a special program of in-depth OSHA inspections at meatpacking plants.

Teamster Safety and Health Director R.V. Durham distributed copies of the report to approximately 40 Teamster Local Unions representing meatpacking workers, in hopes that it might be "helpful in your efforts to represent the interests of your members in the meatpacking industry."

The report details a variety of unsafe working conditions. These include high production line speeds, with workers standing close together on slippery floors, making as many as five cuts in fifteen seconds with razor sharp knives. Committee members also reported on carpal tunnel syndrome, a physical ailment common in the meatpacking industry that is caused by repeated wrist bending, and criticized employers for a gross lack of safety training and under-reporting injuries.

Even with the high degree of under-reporting, the "official" injury rate for meatpacking plants is about 30 injuries per 100 workers each year.

Register to Vote Now

The signs are gathering to indicate a tremendous political victory for the Teamsters and the entire labor movement in 1988. Our political action committee, DRIVE, is now the number one PAC in the land. Our legislative agenda, including such items as trade reform, minimum wage and high-risk notification, is being actively considered by Congress. And, of course, labor's support is being actively courted by the major presidential candidates. It is a critical time for all Teamsters to register and to vote.

Listed below is a state-by-state guide of where and when to register.

Voter Registration Information

State	Where to Register	Registration Deadline
Alabama	county courthouse, deputies, special sites	10/29
Alaska	precinct registrars, municipal clerk, state election offices	10/7
Arizona	county department of elections, driver's license bureau, justice of the peace, deputies	9/19
Arkansas	county clerk, deputies, special sites	10/18
California	county clerk, registrar of voters	10/10
Colorado	municipal clerk, county clerk, special sites, mobile units	10/7
Connecticut	municipal clerk, registrar of voters, special sites, deputies	10/18
Delaware	county department of elections, mobile units	10/15
Florida	county supervisor of elections, deputies	10/8
Georgia	board of voter registration, special sites, deputies	10/10
Hawaii	municipal clerk, county clerk, lieutenant governor's office, special sites, deputies	10/10
Idaho	precinct registrar, county clerk, special sites, deputies	10/21
Illinois	county clerk, board of elections, party officials, special sites, deputies	10/11
Indiana	board of voter registration, clerk of circuit court, deputies, special sites	10/10
Iowa	municipal clerk, county auditor, deputies	10/29
Kansas	county election office, registration outposts, special sites, deputies	10/18
Kentucky	county clerk, board of elections, government centers, League of Women Voters, deputies	10/10
Louisiana	registrar of parish	10/6
Maine	polls, municipal hall, registrar of voters, notary public, justice of the peace	Election Day
Maryland	board of election supervisors, special sites, deputies	10/10
Massachusetts	municipal hall, special sites, deputies	10/11
Michigan	municipal clerk, secretary of state, deputies	10/11

Minnesota	polls, municipal clerk, county auditor, county courthouse, special sites, deputies	Election Day
Mississippi	municipal clerk, circuit clerk	10/7
Missouri	municipal hall, election commission, county clerk, libraries, public buildings, special sites, deputies	10/12
Montana	county clerk, county election administrator	10/10
Nebraska	county clerk, election commission, special sites, deputies	10/28
Nevada	county courthouse, special sites, deputies, justice of the peace	10/8
New Hampshire	municipal clerk, board of supervisors of elections	10/29
New Jersey	municipal clerk, county board of elections, League of Women Voters, special sites, deputies	10/11
New Mexico	county clerk, deputies	9/27
New York	public libraries, county board of elections, high schools, judges, special sites	10/10
North Carolina	county board of elections, department of motor vehicles, public libraries, high schools, judges	10/10
North Dakota	no voter registration	Election Day
Ohio	department of motor vehicles, high schools, county board of elections, deputies	10/10
Oklahoma	county board of elections, deputies, special sites	10/28
Oregon	county clerk	Election Day
Pennsylvania	county board of elections, special sites	10/10
Rhode Island	local board of canvassers, municipal clerk, special sites	10/10
South Carolina	board of voter registration, special sites, deputies	10/10
South Dakota	post office, county auditor, notary public	10/24
Tennessee	county clerk, county election commission, special sites, deputies	10/7
Texas	county voter registrar, deputies	10/9
Utah	county clerk, deputies	11/3
Vermont	municipal clerk, notary public	10/22
Virginia	general registrar's office or county, special sites	10/8
Washington	municipal hall, fire stations, public schools, county auditor, county courthouse, deputies	10/7
West Virginia	county courthouse, circuit clerk	10/10
Wisconsin	polls, municipal clerk	Election Day
Wyoming	municipal or county clerk	10/10
D. C.	board of elections and ethics, public libraries, League of Women Voters, special sites	10/10
Puerto Rico	precinct registrars, registration center, special sites	9/19
Virgin Islands	board of elections	10/10

1988 Scholarship Winners Announced

Education of the Young: An IBT Priority

The International's 22nd annual competition for $75,000 in college scholarship funds has just been completed. General Secretary-Treasurer Weldon L. Mathis has recently announced the 1987–1988 Scholarship Recipients and notified each of their local unions for purposes of holding an awards ceremony.

The IBT Scholarship Fund Program awards two $6,000 scholarships each year in each of the five area conferences. In addition to these 10 scholarships are 15 "Bootstraps" awards of $1,000.

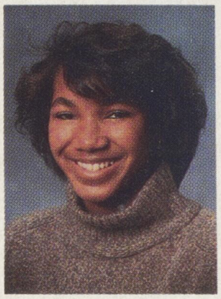
To be eligible for an award from the Teamster Scholarship Fund, students must be in their senior year of high school and the dependent of an active, retired, laid off, or deceased Teamster member. Dependents of International and affiliate officers and employees are not eligible.

A total of 1,745 students applied for this year's 25 scholarships. From the pool of 1,745 applicants, 125 finalists were selected by a computerized evaluation of each applicant's credentials and financial needs.

The application data compiled and processed by the computer at the International headquarters showed that this year's pool of applicants was extremely well-qualified.

A panel of impartial admissions and financial aid directors from universities in the Washington, D.C., area had the unenviable task of selecting the 25 of those most highly qualified 125 applicants who will receive scholarships from the IBT Scholarship Fund.

We are proud to announce the 1988 winners:



Linda G. Matthews
Westchester High School
Los Angeles, California

Teamster parent: Alfred L. Matthews, a food processor with the Westco Products Company, member of Local 630.

Class rank: 8th out of 500.

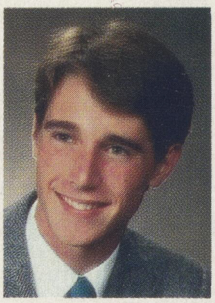
Honors: • Member, California Leadership Federation • Member, National Honor Roll • Award winner, National Achievement Scholarship Program for Outstanding Negro Students

Activities: Linda is a member of the Association to Promote Black Awareness, the Foreign Language Club, the University Council for Advanced Studies, and her church choir.

College: UCLA

Major: Biochemical engineering.

Career goal: "With a Ph.D. in chemical engineering, I hope to ultimately find a job as a biochemical researcher in a pharmaceutical firm."



Brian M. Barnes
Olympia High School
Olympia, Washington

Teamster parent: Max G. Barnes, Jr., a warehouseman with the Pabst Brewing Company, member of Local 378.

Class rank: 1st out of 343.

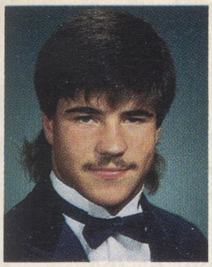
Honors: • American Academy of Achievement Award • Olympia High School Honor Roll • National Honor Society, member • Principal's Leadership Award • Maxima Cum Laude, National Latin Exam

Activities: Brian is the Student Body President, President of the Washington/British Columbia Junior Classical League (Latin Club), and a member of the band and the soccer team.

College: Claremont McKenna College.

Major: Economics and political science.

Career goal: "After college, I plan to pursue a Juris Doctor degree and ultimately to run for public office."



Andy G. Ferenac
West Orange High School
Winter Garden, Florida

Teamster parent: Mario Ferenac, a truck driver with Consolidated Freightways, member of Local 385.

Class rank: 5th out of 445.

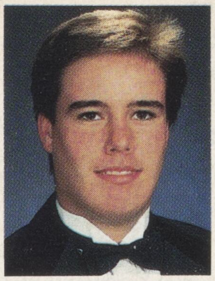
Honors: • National Honor Society • Greater Cleveland Math Contest, two First Prize Awards • Best Defensive Back Award and Burger King Football Player of the Year.

Activities: Andy competed in the Orlando Physics Olympics and is a member of the varsity wrestling, baseball, and football teams and the Mu Alpha Theta Math Club.

College: University of Florida at Gainesville.

Major: Aeronautical/Mechanical Engineering.

Career goal: "After I achieve a master's degree in Aeronautical Engineering, I plan to work for a large aeronautics company, perhaps NASA."



Karl "David" Edwards, Jr.
South Beauregard High School
Longville, Louisiana

Teamster parent: Karl D. Edwards, a truck driver with Matlack, Inc., member of Local 969.

Class rank: 2nd out of 75.

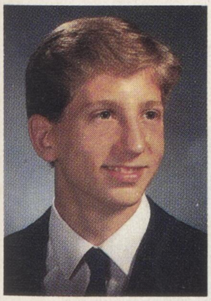
Honors: • NROTC—Marine Scholarship • Honor Roll • Principal's Honor Roll • District Beta Convention; 1st Place in History

Activities: David is Class Representative, Captain of the Senior Football Team, and a member of the track team, the Society of Christian Athletes and the Future Homemakers of America.

College: Ohio State University.

Major: Business and Economics.

Career goal: "I want to receive a bachelor's degree in Economics. After college I would like to go to law school to study corporate law."



Bruce D. Pecci
Plum Senior High School
Pittsburgh, Pennsylvania

Teamster parent: Mary A. Pecci, a truck driver's helper with the Borough of Plum, member of Local 205.

Class rank: 8th out of 396.

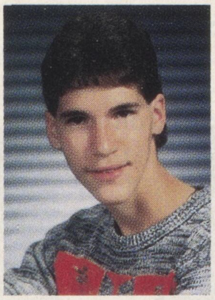
Honors: • National Merit Finalist • National Honors Society, President • Who's Who Among American High School Students • Outstanding Student of the Year

Activities: Bruce is Vice President of the Future Teachers of America, Assistant Editor of the newspaper and yearbook, and a newspaper reporter.

College: Princeton University.

Major: Environmental Engineering.

Career goal: "It is my intention to graduate with a master's degree in Environmental Engineering. I plan to operate my own firm specializing in the removal and prevention of environmental hazards."



Michael D. Jones
South View Senior High
Hope Mills, North Carolina

Teamster parent: Robert L. Jones, a truck driver with Smith's Transfer, member of Local 391.

Class rank: 6th out of 425.

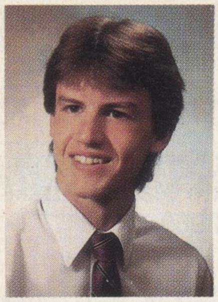
Honors: • National Merit Semi-finalist • Bausch and Lomb Honorary Science Award • Who's Who Among American High School Students • National Leadership and Service Award • National Honor Society

Activities: Michael is Captain of the Math Team and a member of the French Club, the Beta Club, Mu Alpha Theta, and the Student Government Association.

College: University of North Carolina at Chapel Hill.

Major: Astronomy.

Career goal: "After completing my master's degree in astronomy, I would like to work with NASA in developing new methods of space travel."



Douglas A. Bishop
Reedsville High School
Reedsville, Wisconsin

Teamster parent: Elaine Bishop, a packaging leader with the Kasson Cheese Company, member of Local 563.

Class rank: 2nd out of 92.

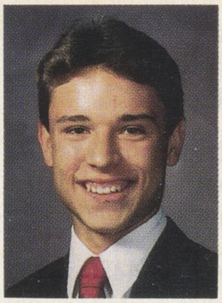
Honors: • Michigan State University Academic Excellence Award • National Merit Scholarship Semifinalist

Activities: Douglas is a member of the Letterwinners' Club and Spanish Club, a news writer for the school newspaper, and a member of the track team.

College: Michigan State University.

Major: Physics.

Career goal: "I plan on pursuing a doctorate degree in Physics and will ultimately decide to specialize in a particular area of physics."



Michael J. Schmidt
Conner Senior High School
Hebron, Kentucky

Teamster parent: Gregory J. Schmidt, a driver with United Parcel Service, member of Local 100.

Class rank: 4th out of 264.

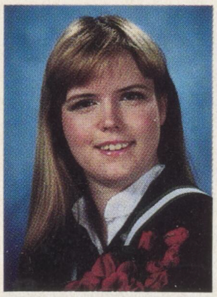
Honors: • James E. Casey Scholarship Award • 1987 Governor's Scholar • National Honor Society • Who's Who Among American High School Students

Activities: Michael is President of the Calculus Club and a member of the basketball, track, cross country, and soccer teams.

College: University of Louisville.

Major: Biology.

Career goal: "For many years I have wanted to become a medical doctor. I hope to continue to medical school after receiving my degree in Biology."



Eve W. Harris
Pickering High School
Ajax, Ontario

Teamster parent: Malcolm E. Harris, a bulk liquids operator with Lever Brothers Limited, member of Local 132.

Class rank: 2nd out of 316.

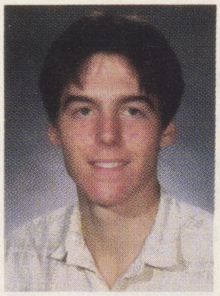
Honors: • Mayor's nominee for Ontario Junior Citizen of the Year • Award of Merit for Mathematics, University of Waterloo • University of Toronto Book Award

Activities: Eve has worked for the Progressive Conservative Party, serves as an officer in several political organizations, and is a Press Liaison Officer for public debates on free trade.

College: University of Toronto.

Major: Commerce.

Career goal: "My goal is to pursue a master's degree in Chartered Accountancy and a Ph.D. in Commerce."



Glen S. Marks
Terry Fox Senior Secondary School
Port Coquitlan, British Columbia

Teamster parent: Garnet L. Marks, a technician with Warnock Hersey, member of Local 213.

Class rank: 1st out of 501.

Honors: • Maintained an "A" standing for three years • Won "Top student" awards in numerous courses including physics, chemistry, computer science, and power mechanics.

Activities: Glen has attained the Orange Belt in Kempo Karate and played on the PoCo Minor Soccer League "A" Team from 1978 to 1987.

College: University of British Columbia.

Major: Electrical Engineering or Computer Science.

Career goal: "I hope to achieve a master's degree and work in the area of electronics or computers, specializing in the development of new software techniques or the design of new computer systems."

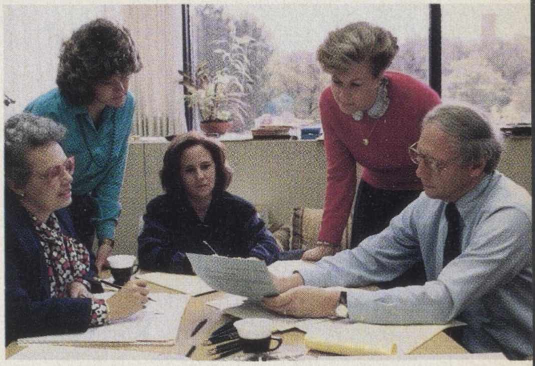
Who Selects the Winners?

Scholarship winners are selected by a Scholarship Selection Committee, which is comprised of Admissions Directors and Financial Aid Directors from well-known universities. Sitting on the committee this year were Robert Talbot, Director of Admissions at Catholic University; Linda Clements, Admissions Director of the University of Maryland; and Adrienne Price, Financial Aid Director of Howard University.

For the Scholarship Selection Committee, it is an arduous, day-long task identifying "the cream of the cream" from the 125 finalists determined to be the most deserving of the applicants. In a painstaking process, the file of each of the 125 finalists is carefully reviewed and evaluated. The students are evaluated on the basis of numerous objective and subjective factors, including grades, SAT and/or ACT scores, honors, activities, and financial need.

After the Committee's deliberations are concluded, it presents the International with the names of the outstanding young men and women they have chosen to receive the ten $6,000 scholarship awards and the fifteen $1,000 "Bootstraps" awards.

The participants on the three-member Scholarship Selection Committee rotate from year to year. They are selected from a pool of universities in the Washington, D.C., area. In addition to the three universities which participated this year, professionals on the Committee in past years have been affiliated with George Mason University, Southeastern University, and American University.

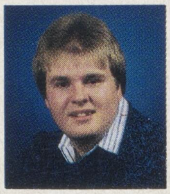


Scholarship Selection Committee presents the list of winners to Research Department staff. Pictured left to right are: Adrienne Price, committee member; Diana Oliver, IBT Scholarship administrator; Linda Clements, committee member; Mary Ann Keeffe, IBT Research director; and Robert Talbot, committee member.

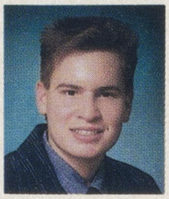
Bootstraps Winners

Western

Melissa A. Simmons

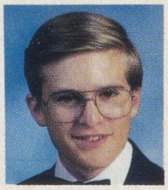


Michael E. Barnes



Christopher Zambrano

Southern



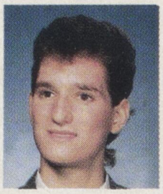
Daniel A. Leatherwood

Tracey R. Smith

Kimberly D. Jenkins

Eastern

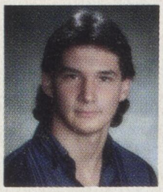
Cheryl A. Moore



Christopher J. Benevent

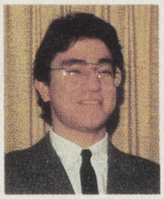
Mary Patricia Murphy

Central



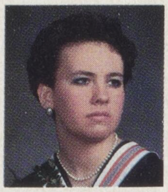
Kenneth E. Zarzeczny

Amy S. MacKusick

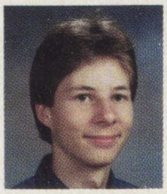


Robert T. Berres

Canadian



Lynn M. Healey



H. Martin Kyle

Gerri L. McCord

Teamsters Continue Battling Government Trusteeship

The battle against the government's planned takeover of the International Brotherhood of Teamsters continues.

"Not a day goes by without our working to make sure that control of the International Union remains in the hands of the members and their elected leaders," according to General Secretary-Treasurer Weldon Mathis. "We cannot and will not let our defenses down."

The Department of Justice first leaked information to the media in June 1987 that it was planning an unprecedented lawsuit designed to place the IBT under federal control by removing its 21-member General Executive Board and replacing it with a court-appointed trustee. Department officials also leaked information that they are considering filing similar actions against three other international unions—the International Longshoremen's Association, the Laborers International Union, and the Hotel and Restaurant Employees.

Ever since the Justice Department's plans became public, Teamsters and other trade unionists throughout the United States and around the world have been attempting to convince the Reagan Administration to stop this undemocratic and unwarranted government intrusion into America's free-trade union movement.

The Justice Department's plan is completely contrary to our country's labor policy. That is why on August 19, 1987, the AFL-CIO Executive Council adopted the following resolution:

"A government-supervised trade union, like an employer-supervised union, is a contradiction in terms. If the Justice Department brings suit seeking supervision over an international union, the AFL-CIO will do whatever is useful and productive in the legal circumstances to prevent such supervision.

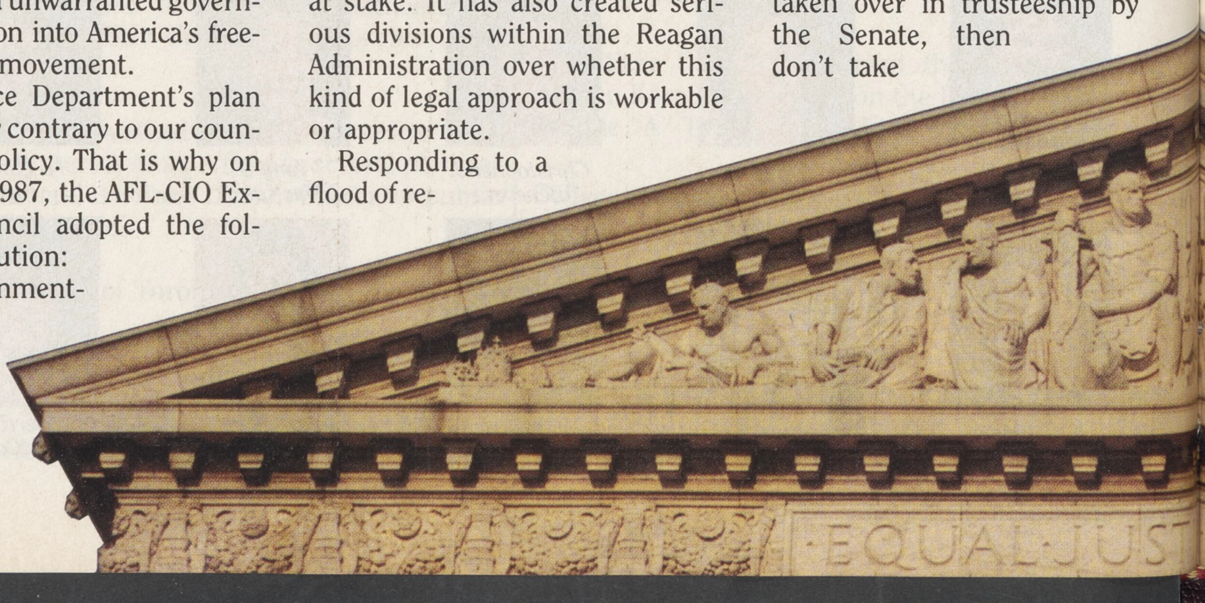
"A union simply cannot do its job for its members—vigorously, militantly and independently seeking to protect and advance their interests—if the union is an arm of the government. The International Labor Organization's standards on Freedom of Association recognize this precise point. Our country should be taking the lead in assuring that the ILO standards are respected throughout the world rather than contemplating its own violations."

The Justice Department's plan has evoked criticism from a vast number of trade unions, individuals and organizations representing a broad range of political thought, all of whom recognize that the preservation of the free-trade union movement, the protection of democratic institutions, and the ability of the IBT to govern itself in accordance with its Constitution and the law are presently at stake. It has also created serious divisions within the Reagan Administration over whether this kind of legal approach is workable or appropriate.

Responding to a flood of requests from local leaders, the International Brotherhood of Teamsters sponsored a one-day grassroots conference in Cincinnati last September to discuss and build plans for opposing any attempted takeover. Over 5,000 Teamsters attended the meeting, seizing the offensive in the battle to keep the Teamsters Union free from control by outsiders.

One important part of the counteroffensive developed at the Cincinnati meeting was winning support from national and local opinion makers. Thanks to the ground swell of support from Teamster members and our brothers and sisters in the AFL-CIO, this effort has been successful.

During the Cincinnati meeting, presidential hopeful Jesse Jackson vigorously attacked the Reagan Administration for even contemplating a trusteeship of the Teamsters Union. Forcefully speaking out on this issue in his campaign appearances around the country, the Reverend Jackson has called for fairness and balance in all legal proceedings. Citing the large number of Reagan officials with pending indictments or convictions, he argued that "if the White House can get due process and not be taken over in trusteeship by the Senate, then don't take



over unions and hold them in trusteeship. Play the game by one set of rules."

Former presidential candidate Jack Kemp, a conservative Republican, appearing at the Cincinnati meeting stated, "Let me just say this as candidly and as openly as I possibly can. No one knows all the facts, but it doesn't sound like fairness, and it doesn't sound like America to me to declare guilt by association. We all believe that breaking the law should and must be prosecuted from white collar crime to blue collar crime, but the United States government is not meant to be in the business of taking things over. It shouldn't take over corporations and it shouldn't take over unions."

Recently, Democratic presidential hopeful Michael Dukakis added his voice to the growing chorus of opposition to the Justice Department's plan. In a letter to AFL-CIO President Lane Kirkland, Governor Dukakis criticized the idea of taking over unions by saying, ". . . such an extreme remedy is fundamentally inconsistent with the very concept of independent and democratic trade unions. . . . I simply see no need to resort to an extreme legal approach that would unnecessarily deprive rank-and-file union members of their fundamental right of self-governance."

Political support for the Teamsters' position extends far beyond presidential candidates. Takeover of the IBT has been opposed by 264 members of the U.S. House of Representatives, by far the majority of that legislative body. The bipartisan group of Democrats and Republicans, led by Representatives William Clay (D-MO) and James Jeffords (R-VT), recently joined in signing a letter written to Attorney General Ed Meese declaring, "The imposition of trustees to administer an international union by the government is, on its face, inherently destructive of the ability of workers to represent and speak for themselves through their unions."

A liberal/conservative cross-section of the U.S. Senate is also on record as opposed to the Justice Department's proposed action. Speaking for the conservatives, Senator Orrin Hatch (R-UT) notes, "I believe it is ludicrous for the government to even contemplate putting the largest independent union in the U.S., the Teamsters, under government control."

Senator Alan Cranston (D-CA), speaking for the liberals, stated, "Governmental interference in the free exercise of organizational rights and the process of collective bargaining cannot validly be extended to the point of simply taking over an international organization."

State and local officials are also coming to the defense of America's free-trade union movement. California Attorney General John K. Van de Kamp wrote Attorney General Meese in January and expressed his serious doubts with respect to the advisability of using civil RICO in the fashion contemplated. He said that such an action ". . . would be felt with chilling force throughout the labor movement. A governmental takeover of this scale would inevitably put a damper on the legitimate efforts of working people and others to express themselves through organizations of their own choosing."

The Labor Committee of the Missouri House of Representatives recently passed unanimously a resolution that calls on the Department of Justice to abandon its efforts to place the Teamsters Union in trusteeship. The resolution notes that ". . . labor unions perform an important function in our democratic society by serving as a counterbalance to the institutions of government and corporations and must, therefore, be independent of government or corporate control in order to properly reflect the interests of their members."

The list of supporters outside of the political sphere also continues to grow each day and now includes labor unions, labor attorneys, law school professors, clergy and private citizens.

On October 18, 1987, "Americans Against Government Control Of Unions" (AAGCU) was founded by Robert A. Georgine, president, Building and Construction Trades Department, AFL-CIO; William H. Wynn, president, United Food and Commercial Workers International Union, AFL-CIO; Lenore Miller, president, Retail, Wholesale and Department Store International Union, AFL-CIO; and Richard Trumka, president, United Mine Workers of America as an independent organization to combat government threats to take control of unions and usurp the constitutional rights of innocent union members.

In a letter to potential supporters, AAGCU explained the need for coordinated opposition to the government control of labor organizations by saying, "Many individuals and unions have asked us what they can do to address

the government's actions. In response we have formed AAGCU. We must combine our efforts, pool our resources and act upon our convictions. Our message must be sent to the Reagan Administration and the public."

The group recently placed advertisements in the *Washington Post*, the *New York Times*, and the *Los Angeles Times* blasting the Justice Department for its disregard for the constitutional rights of union members.

The fight to keep the Teamsters free has taken on international dimensions. Trade unionists from countries around the globe are contacting officials of the U.S. government, expressing their concern over the Justice Department's takeover scheme.

The stakes are high for foreign trade unions, since many foreign governments take their lead from the examples that are set in this country.

The countries from which trade union leaders have written criticizing the Justice Department's plan include Argentina, Australia, Bangladesh, Finland, Nigeria, India, Ireland, Israel, Japan, Pakistan, Portugal, South Africa, Sweden, Taiwan (Republic of China), Turkey, and the United Kingdom.

In an effort to assure the foreign union officials who had written to the President, the Attorney General and the Secretary of Labor protesting the rumored takeover that the imposition of a federal trusteeship on organized labor would be contrary to our government policy—the Department of Labor, through Deputy Assistant Secretary for Labor-Management Standards Mario A. Lauro, Jr. stated on September 21, 1987:

"Please be assured that the labor policy of the United States Government does not contemplate government trusteeships of labor organizations.

". . . The right of workers to freely choose their leaders and thereby to control their union is a basic principle of labor relations in this country which the United States Government will not allow to be compromised."

Kenneth C. Crowe, a labor writer for *Newsday* in Long Island, New York, offers revealing insights into the extent that the Reagan Administration is divided on the issue of taking over labor unions.

In a recent article he wrote, "U.S. Labor Department racketeering investigators have expressed serious misgivings in internal memos that the Justice Department's planned civil suit to take over the International Brotherhood of Teamsters is too broad to be successful and would be unfair to honest union members."

Revealing information that a Labor Department Special Agent, Michael J. Moroney, had written a memo last September in which he argued that a court-imposed trusteeship of the entire Teamsters Union wouldn't work, Crowe obtained information that the memo had been killed. Crowe quoted from Moroney's memo: "I am convinced that a traditional trusteeship imposed and supervised by a court will not work. Government, no matter how good its intentions, is not capable of running an international union with over seven hundred affiliates."

According to Crowe's account, "Raymond Maria, the deputy inspector general in charge of the Labor Department's Office of Labor Racketeering, issued an order that Moroney's memo was 'not to be distributed or discussed outside the agency.'

"Moroney quit the Labor Department as a result of the embargo imposed on his memo and the reprimand by Maria, according to a well-placed source."

Crowe also reported that in an earlier memo, "Robert M. McKee, head of the Labor Department's Philadelphia Office of Labor Racketeering, told Maria: 'In my opinion, this proposed "racketeering enterprise" is too broad . . . Including all Locals, Joint Councils, etc. . . . would probably be insulting to those many honest local unions and union members included in this action.'"

McKee also predicted that "a wave of opposition caused by this all-inclusive action would add to the many burdens and obstacles already inherent in this action."

His prediction is being fulfilled. Teamsters and the united world free-trade union movement are gathering momentum in their efforts to stop government takeover of any free trade union. The International Brotherhood of Teamsters' General Executive Board has pledged to fight the proposed takeover. Concerned people from all over the world are rallying to the International Union's defense. With the support of the membership in this fight, most observers believe that the Teamsters Union will emerge victorious and free.

EQUAL JUSTICE UNDER LAW

Members of Local 560 Fight for Freedom

The 8,500 members of Local 560 in Union City, New Jersey, go to their jobs each day and, like most Americans, work to support themselves and their families.

There is one very unique aspect to their lives, however.

In March 1982, the government filed suit against Local 560 claiming that a group of its leaders violated RICO by controlling the union through a pattern of illegal activity. It was the first time that the government had ever used RICO in an attempt to take over a labor union.

When Federal District Court Judge Harold Ackerman ordered the Local into trusteeship two years ago, he removed its elected Executive Board officers. Next, he had the business agents, attorneys and accountants fired. The court-appointed trustee is now negotiating the members' contracts, handling their grievances, and controlling their pension and welfare fund monies.

The trusteeship has lasted longer than anyone expected. When the judge ordered the union into trusteeship in June 1986, he said that he was going to "replace the current members of the Local 560 Executive Board for such time as is necessary to foster conditions under which reasonably free supervised elections can be held, presumptively for 18 months."

The trustee sets the policies of the Local and answers only to the Judge. Only two local union meetings have been held since the trusteeship was imposed, and there has been no election of officers in over three years, the maximum time allowed for local union elections as mandated by federal law.

This situation is very unpopular with Local 560's members. It has spawned the emergence of a rank-and-file movement known as the "Teamsters for Liberty," whose immediate goals are to remove the trusteeship and to let the members of Local 560 elect their own officers. Their motto is "Free 560."

Over 2,300 members attended a recent Saturday afternoon rally. On two occasions, Teamsters for Liberty held petition drives demanding that elections of union officers be held immediately. Even though 5,000 members signed each of the petitions, neither the Judge nor the trustee ever responded to the members' demands.

On February 3, 1988, the American Civil Liberties Union of New Jersey filed a motion seeking a hearing "on the question of the extension of the trusteeship of Local 560." Judge Ackerman announced on February 14, 1988, that he is scheduling an election for December 6, 1988.

However, he has not formally announced that the election of union officers will end the trusteeship, which is now 24 months old. The election will not be held until 30 months after the trusteeship was instituted. The legally questionable extension of the trusteeship was accomplished without notification to the membership.

One segment of the membership, the more than 250 Teamsters who have joined the Local since the trusteeship was imposed, has joined in filing a lawsuit also demanding an end to the trusteeship and immediate elections. They have hired a highly respected attorney to handle their case, H. Curtis Meanor, a former federal judge who has returned to private practice.

Their goals are simple, but their tactics and legal arguments are complex, reflecting the maze of judicial rulings that led to the trusteeship being ordered in the first place.

Joel Jacobsen, the first trustee hired by Judge Ackerman, has described the Local 560 trusteeship as one of "bureaucratic hypocrisy and judicial blunders." Judge Ackerman fired Jacobsen, a former United Auto Workers official, because, according to Jacobsen, the Judge believes that he was not tough enough on the union. Jacobsen angrily dismisses the charge, saying, "The real reason was readily apparent, and the judge's motive simple: he did not want a trade unionist to continue as a trustee: he wanted a cop. . . . [So he] appointed in my place Edwin Stier, the former director of the State Division of Criminal Justice."

"His honor was more interested in throwing into jail individuals against whom he had nurtured intense personal hatred," he recently wrote in an article appearing in the *New Jersey Reporter*.

Jacobsen also claims that Ackerman is failing to deal with Local 560 effectively because he holds prejudices against its members. In the *New Jersey Reporter* article, Jacobsen quoted the Judge as saying, "When it comes to Local 560, they are all guilty until proven innocent."

General President Jackie Presser recently sent a letter to every member of Local 560 assuring them that "the International Brotherhood of Teamsters stands with you in your desire to reclaim control of *your* Union." He informed the members that "the International Union will conduct educational seminars for all interested members to review the rights afforded to you by the International Constitution and Local 560 Bylaws."

General Secretary-Treasurer Weldon Mathis has also written a letter expressing his support for the Local's members.

Jackie encouraged the members to participate in the election process: "Remember, the right of union members to freely choose their leaders and control their union is a basic principle of labor relations in our nation which must not be compromised."

Pittsburgh Teamsters Rally To Stop Union Takeovers

Teamsters in the Pittsburgh area rallied recently to battle the U.S. Justice Department's threat to impose a trusteeship on their International Union.

Approximately 800 members braved brisk winds and cool temperatures to join with Teamster leaders and local politicians in denouncing the takeover scheme.

The rally was sponsored by Local 636 of McKees Rocks, Pennsylvania, a suburb near the city. The local's Secretary-Treasurer Robert J. Ewanco and its Executive Board held the rally to spread the message throughout Western Pennsylvania that the Teamsters Union will not sit idle as government union busters try to destroy the rights of working people.

TEAMSTERS
America..
it can't happen here.
Or can it?
..AND JUSTICE FOR ALL
TEAMSTERS
LOCAL
636
Carrick

Pittsburgh Teamsters are displaying their support of the union.

The morning gathering also served as the kickoff of the local's billboard campaign, which will advise the area's residents of the Teamsters' determination to remain free of government intervention. Six billboards will be placed throughout the city at high-exposure locations. Ewanco cites advertising research indicating that more than 150,000 people will see the signs each day.

Congressman Bill Coyne, a Democrat representing the city, was the first to address the rally. Congressman Coyne noted that the current governmental attack on the Teamsters is only the most recent in a long history of unfair treatment of the Union.

Congressman Doug Walgren, a Democrat representing most of Pittsburgh's surrounding suburbs, also encouraged the Teamster members to keep fighting the Justice Department's takeover plan.

Both Coyne and Walgren participated in a campaign in which a majority of the members of the U.S. House of Representatives joined together to sign a letter, delivered to Attorney General Edwin Meese, protesting the Justice Department's contemplated suit to place the IBT and three other AFL-CIO unions under federal trusteeship.

"I am proud of the House of Representatives for signing the protest letter," Walgren told the Pittsburgh Teamsters.

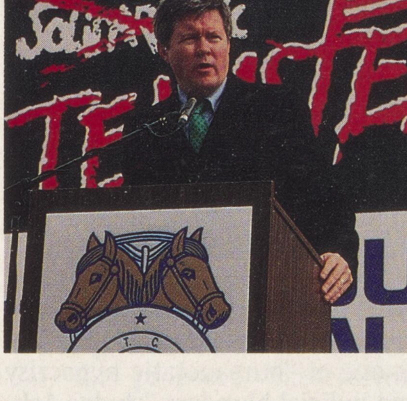
Senator Heinz Joins Protest

Senator John Heinz (R-PA), sent a message of encouragement that was read to the participants in the rally. Pennsylvania Teamsters appreciate this, the Senator's first public pronouncement of support for the IBT in regards to the takeover.

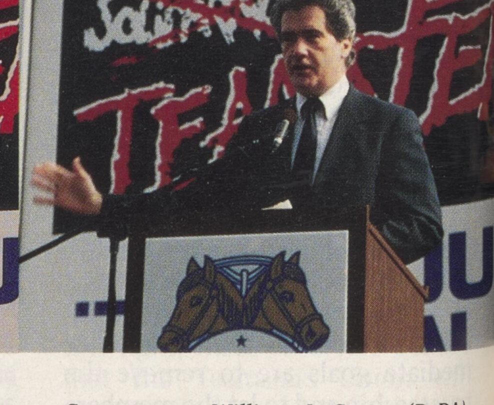
> *I love my country. I went to war in Vietnam. I didn't go just to see the government take over my union.*
>
> *— Bob Body, Member*
> *Local 585*
> *Washington, PA*

The president of the Pennsylvania Conference of Teamsters, John P. Morris, energized the rally by delivering a stirring speech about the importance of Teamsters working together to stop the takeover. "If they try to take us back to the days when we had nothing, they are going to have problems," Morris exhorted the crowd.

Morris also praised Local 636 for sponsoring the rally and Joe Santone, president of Joint Council 40 in Pittsburgh, for encouraging all of the area's locals to send representatives to the event. "When you're talking about Pittsburgh, you're talking about unions," he said. "This is one of the greatest labor towns in America."



Congressman Doug Walgren (D-PA), encouraged Teamsters to keep fighting.



Congressman William J. Coyne (D-PA), expressed his support for the IBT.

Representing General President Jackie Presser, Paul Locigno, director of the IBT Governmental Affairs Department, thanked the rally organizers and participants for their efforts on behalf of the Teamsters Union.

In a written letter to Bob Ewanco that was read to the rally, Jackie Presser commented, "You should be commended for holding such a meaningful and positive gathering to display our opposition on this issue which is a threat to the principles of liberty, democracy and justice enjoyed by all Americans."

Members Support IBT

Following the rally, several members of Pittsburgh area locals expressed support for the event. Bob Body, a member of Local 585 in Washington, Pennsylvania, and an employee of Blue Diamond Trucking said, "I love my country. I went to war in Vietnam. I didn't go just to see the government take over my union."

Bill Grover, a steward at a Giant Eagle Food warehouse for Local 686, commented. "It's terrible for the government to even think of taking over the union. This is a democracy, not a communist state."

LOCAL 585
TEAMSTERS
Justice For All Even Teamsters

Teamster members from across Western Pennsylvania joined the rally.

Government's Plans to Take Over IBT Damaged by Jury Verdict

A jury in New York City, after hearing over one year of testimony, recently dealt the Justice Department a setback in its plans to place the International Brotherhood of Teamsters into trusteeship. In a case involving three organized crime figures, a jury acquitted the defendants of engineering the elections of former General President Roy L. Williams and current General President Jackie Presser.

In an article printed in the *Washington Times*, headlined "Government Bid to Control Teamsters Badly Damaged," the Associated Press reported that:

"The acquittal of mob boss Anthony 'Tony' Salerno on charges he helped rig the elections of Teamster Presidents Roy Williams and Jackie Presser strikes a crippling blow to government plans to take over the nation's largest union, law enforcement sources say."

The article went on to report:

"A federal law enforcement source, speaking on condition of anonymity, said the acquittal by a federal court jury in New York on the Teamster-related counts is 'a serious setback.'

"In light of the verdict, he said, the government will have to conduct a 'major re-evaluation' of bringing a civil suit to oust Mr. Presser and other top officials in the 1.6 million-member Teamsters Union and replace them with a court-appointed trustee."

The article quoted IBT General Counsel John R. Climaco on the matter of organized crime influence over the International Union. "The FBI and the Department of Justice know that at this time no such influence exists. It's a fiction, pure fiction," Climaco said.

For the past two years it has been reported, first through calculated leaks and then through the use of innuendo and even perjured testimony, that organized crime elements orchestrated the elections of the two Teamster leaders.

In fact, their elections were conducted in accordance with the high standards mandated by federal law and by the Constitution that governs the operation of the Teamsters Union. General President Presser, General Secretary-Treasurer Weldon L. Mathis, and the entire General Executive Board are gratified by the jury's verdict, feel vindicated by its action, and are comforted by the fact that after over one year of testimony, this jury was able to ferret out the truth accurately.

The verdict in the New York case is important to the Teamsters' efforts to stop the Justice Department's plans to file a lawsuit against the IBT because it refutes the basic notion that the Union is controlled by organized crime.

Despite the setback in the Salerno case, it is still possible that the Justice Department may file a civil RICO action to take over the IBT. The Department has made no formal announcement that it is dropping its case against the International Union and continues to show signs that it intends to follow through with its antiunion scheme. Our fight is not over. More importantly, the fight of the entire labor movement is not over until all our government policymakers are convinced it's undemocratic and un-American to take over an entire labor union.

. . . and justice for all

—even Teamsters

Know Your Rights to Union Representation:

Company Investigations and Interrogations

Consider this situation: An employee working on an assembly line is told by his supervisor to free a jammed belt. He refuses, saying that the dangerous task is not one of his assigned duties. The supervisor tells the employee he is suspended and should report to the plant manager's office.

Once inside the supervisor's office, the employee asks for a union representative. The manager refuses this request, and after interrogating the employee, fires him for insubordination.

The dispute ultimately comes before the National Labor Relations Board (NLRB). The NLRB agrees that the employee was entitled to union representation at the meeting and, as a remedy for the company's misconduct, merely requires the employer to post a notice in its plant promising it will "cease and desist" from engaging in such behavior. No reinstatement. No back pay. The employee received nothing.

Unfortunately, this is not merely a hypothetical situation. It actually happened. And similar scenarios will continue to be played out unless union representatives and employees are aware of their rights during employer interrogation and disciplinary interviews.

What is the Weingarten Rule?

In 1975, the United States Supreme Court issued the *Weingarten* decision which created an important new right for workers: an employee may be represented by the union in an investigatory interview with his/her employer when the employee reasonably believes that the interview may lead to disciplinary action. This right is commonly referred to as the Weingarten Rule.

However, this does *not* mean that anytime someone from management wishes to speak to an employee, a union representative may be present. The following guidelines will be helpful in outlining when an employee does—and does not—have a right to representation at an employer interview.

You Must Request Union Representation

The right to representation only arises if the *employee* requests representation. If the employee does not make such request, he/she is considered to have waived his/her right to representation.

> ***An employee may be represented by the union in an investigating interview with his/her employer when the employee reasonably believes that the interview may lead to disciplinary action.***
>
> ***—The Weingarten Rule***

In addition, the employee's right to request representation is limited to situations where the employee reasonably believes the investigation will result in disciplinary action. Thus the rule would not apply to routine conversations such as the giving of instructions or training for changes in work techniques.

The right applies in situations such as the assembly line worker's, described above. Even if he had not been told he was suspended, it would be reasonable to anticipate discipline, if immediately after refusing to do something an employee is told to report to a manager's office.

Furthermore, if an employee is not in a bargaining unit represented by a union, he/she has no right to have a representative present at disciplinary interviews. In 1985 the NLRB flatly rejected the contention that the Weingarten Rule extends to nonunion employees. This development emphasizes the importance of unionization as a defender of individual workers' rights.

Remedies Have Changed

Finally, and perhaps most importantly, remedies for violation of the Weingarten Rule have changed dramatically in the last several years. Until 1984, the NLRB would order employers to reinstate, with back pay, employees fired after interviews from which union representatives had been improperly excluded.

However, as the example above demonstrates, this is no longer the case. The NLRB has announced that it will no longer order reinstatement and back pay for violations of the Weingarten Rule, except in the very specific circumstances set out below. Instead, the employer is merely required to "cease and desist" from violating the Weingarten Rule, and post notices promising that it will do so.

A Checklist for Union Representatives

This development emphasizes the need for unionized workers to insist on a union representative's presence at all investigatory interviews. The following is a checklist with which every union representative should be familiar:

- Inform all employees that they must request the presence of a union representative at an investigatory interview. The union representative *cannot* do this for the employee.

- As soon as an employee notifies you that the employer wants to meet with him/her, determine if some reasonable basis exists for expecting discipline as a result of the meeting.
- No matter what you independently discover as being the purpose of the meeting, instruct the employee to exercise his/her right to be informed by the employer about the purpose of the meeting.
- If you suspect that the meeting may result in discipline, meet with the employee before the interview and inform him/her of their rights.
- If the possibility of discipline is high, and the employer refused to meet with the employee if a union representative is present, *advise the employee not to attend the meeting.*

The last point listed above is crucial. While the NLRB will no longer order reinstatement or back pay for violations of the Weingarten Rule, these remedies *are* available if an employee is discharged or disciplined for *asserting* the right to union representation. Thus, if an employer refuses to allow an employee to be represented at a meeting, and the employee refuses to attend the meeting and is subsequently disciplined, the union can at least make the argument that the employee was discharged for asserting his/her Weingarten rights. If this can be shown, then the employee will be reinstated with back pay.

Your Right to Representation During Investigations

You have the right to a union representative during a disciplinary investigation:

- when you reasonably believe an investigation will result in discipline, and
- if you (not the union) request a union representative to be present at the investigatory interview.

Do not attend an investigatory meeting if the possibility of discipline is high, and your employer refuses to meet with you in the company of a union representative.

Brewery Workers Vote for Union Shop In Right-to-Work State

Springtime ushers in a lot more than just flowers, leaves, and green grass. It also ushers in high hopes and a rebirth of spirit. High hopes and a renewed spirit, along with an aggressive organizing campaign and insightful Teamster organizers, were all factors in a major Teamster triumph this spring in Fort Collins, Colorado.

An Outstanding Victory

On April 14th, the Teamsters' Brewery and Soft Drink Workers Conference won an outstanding victory, when workers at Anheuser-Busch's newly built Fort Collins, Colorado, brewery, voted two hundred twenty-two to fifty-three for a union shop. For the Brewery Conference to have won this campaign proved that high hopes and a rekindled spirit of solidarity were part of the decision-making process, inasmuch as Colorado is a right-to-work state. There is one peculiar aspect of the state's right-to-work laws, however.

Colorado is the only right-to-work state permitting a union shop by law, if employees already under contract vote by seventy-five percent or higher to authorize a union shop contract.

The Anheuser-Busch vote in Fort Collins was the first qualifying vote in many months by any labor organization.

Workers . . . voted 222 to 53 for a union shop.

The Teamsters Union now represents a total of three hundred fifty brewing, packaging, maintenance, and laboratory workers at the Anheuser-Busch Companies, Inc. plant, which only recently shipped its first batch of beer.

Teamsters Recognized As Sole Bargaining Agent

In February of this year Anheuser-Busch decided to recognize the Teamsters Union as the sole bargaining agent upon presentation of proof of majority representation for workers at the Fort Collins plant.

Thanks to this big win, all of the plant's current employees in the Teamsters' bargaining unit as well as those hired by the company in the future must join the union and pay dues. The vote was proof that the majority of the workers prefer a union shop. Teamsters Brewery and Soft Drink Workers Conference Director Charles Klare commented that, "We didn't want workers receiving these excellent wages and benefits and not belong to the union. . . . I am very pleased with the outcome of the vote."

Beyond the Call of Duty

ON STRIKE
LOCAL 725
LOCAL 725
LOCAL 725
LOCAL 725

Even though all of Local 725's 1,000 members are on strike, some for as long as four-and-one-half years, the union recently contributed $450 to the DRIVE program. They did so because legislation pending in Congress is critical to solving their problems, and they wanted to help contribute to a cure in any way that they could.

Local 725's members, all armored car company employees, faced a fierce union busting campaign when their employers extended the interpretation of an obscure provision in the Guard Act to renounce their contract and recognition of the union. Section 9b3 of the Act prohibits some personnel involved in security-sensitive occupations from being union members because of potential conflicts of interest. Some employers have extended their interpretation of the law to an absurd extreme—not to safeguard their business, but to break their contracts and to avoid their duty to negotiate with unions.

The International has worked very closely with Local 725's President Edwin F. Hucke and Secretary-Treasurer Carry N. Hill in attempt to find an acceptable legislative solution to the union's problems. A bill is pending in Congress that would correct the situation. Meanwhile, the local's members remain very active in efforts to pass the bill and in the DRIVE program. Certainly, their dedication goes beyond the call of duty.

Iowa Teamster Elected

Robert Jaeger, a 25-year veteran police officer and a member of Local 238 in Cedar Rapids, Iowa, recently won an election, with the strong backing of the Teamsters Union, to that city's post of Public Safety Commissioner.

Members of Local 238 helped Brother Jaeger fund his campaign by sponsoring a fundraising event. The volunteers also assisted by operating a telephone bank and by doing door-to-door precinct canvassing.

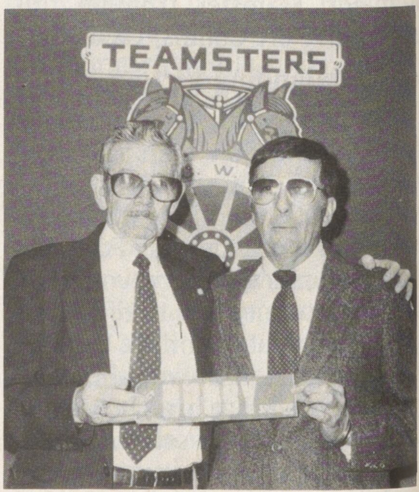
Local 238's Secretary-Treasurer, Robert E. Schorg, praised Jaeger by saying, "He's the kind of guy we need in that office."

Tennessee Retiree Continues Campaigning

R. A. "Dick" Farrell, vice president of the Tri-State Chapter of Teamster Retirees, headquartered in Memphis, Tennessee, recently helped elect Dick Busby, a former Teamster, as Sheriff of Crittenden County, Arkansas.

Farrell put 1,500 miles on his car and contacted every Teamster living in the County while campaigning for Busby. The grassroots effort paid off, because even though Busby's campaign was not as well funded as his two opponents, he beat them by a wide enough margin in the primary to avoid the need for a run-off election.

Farrell has had a colorful career as a Teamster leader and activist. The 81-year-old retiree came to Washington, D.C., in 1959 to lobby against the anti-union Landrum-Griffin Act. When his Congressman said that he was going to vote for the bill, Farrell promised that he would run against him if he didn't change his mind. Farrell gave the incumbent his first serious opposition in 20 years, making the Congressman so politically vulnerable that he lost just two years later to a candidate more sensitive of labor's needs.



Farrell, (left) contacted every Teamster in the county campaigning for Busby (right).

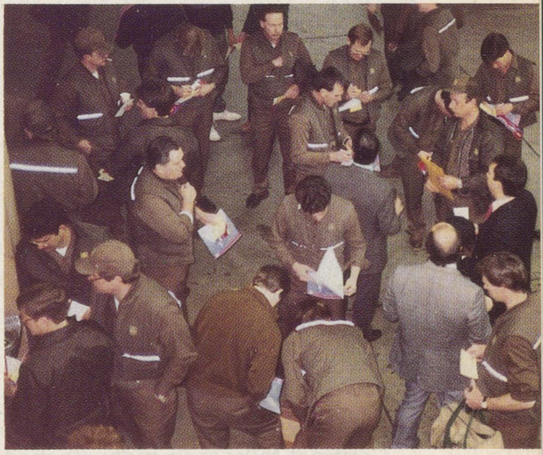
DRIVE Active in Pennsylvania

LIQUID AIR CORPORATION
INDUSTRIAL GASES DIVISION

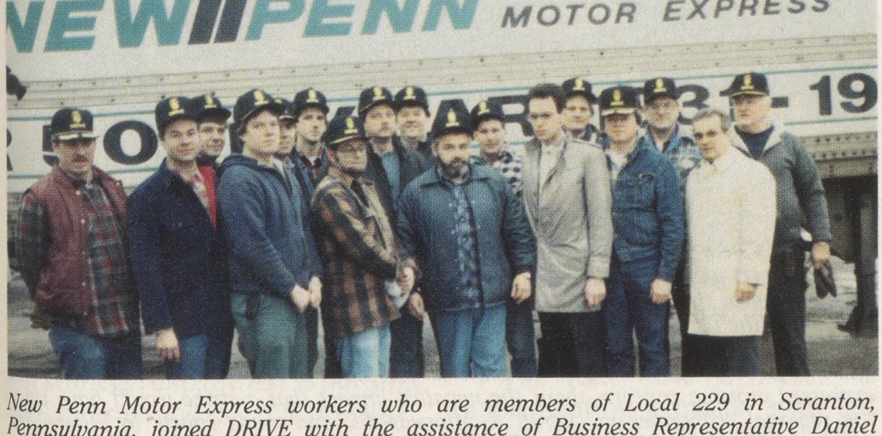
A full 100 percent of the members of Local 312 in Chester, Pennsylvania, working for Liquid Air Corporation are signed up with DRIVE.

General Secretary-Treasurer Weldon L. Mathis (left) accepts the largest DRIVE contribution ever ($130,000) from John P. Morris, president, Pennsylvania Conference of Teamsters. As evidenced by the photos on this page, Teamsters across the state are active supporters of DRIVE.

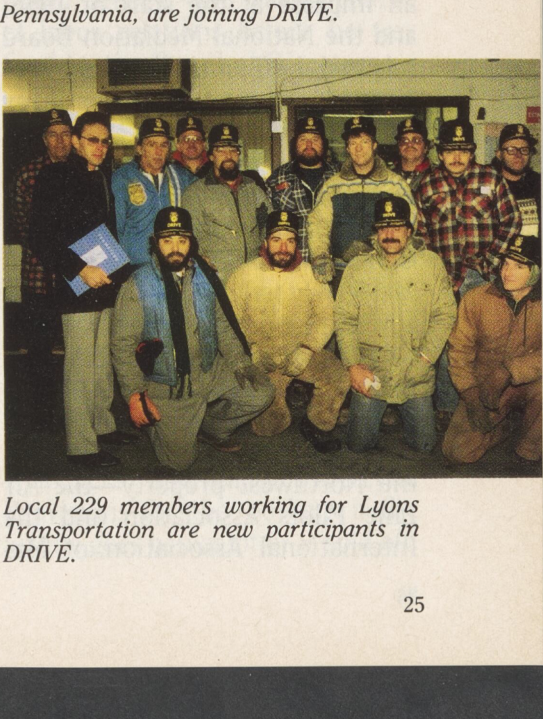
Members of Local 249 in Pittsburgh, Pennsylvania, who work for Yellow Freight System, recently joined the DRIVE team.



UPS members of Local 384 in Norristown, Pennsylvania, are joining DRIVE.



New Penn Motor Express workers who are members of Local 229 in Scranton, Pennsylvania, joined DRIVE with the assistance of Business Representative Daniel Schmidt.



Local 229 members working for Lyons Transportation are new participants in DRIVE.

Northwest Flight Attendants Ratify New Contract; Pan Am Strike Threat Continues

Some 7,500 Northwest Airlines flight attendants have ratified a new contract negotiated by the Teamsters after months of hard bargaining.

The six-year contract provides for important economic gains and work rule improvements.

The vote was 2,854 in favor of ratification and 1,829 against ratification. There were 79 void ballots and 75 unresolved ballots. The ratification margin was 61% to 39%.

"Northwest has always been a tough employer," said IBT Airline Division Director Bill Genoese. "The situation was complicated by Northwest's acquisition of Republic Airlines in 1986. This meant we had to negotiate an agreement that addressed the needs of the flight attendants on both sides of the company."

The former Republic group had been represented by the Association of Flight Attendants, while the Teamsters represented Northwest flight attendants before the merger. The merged group voted overwhelmingly for Teamster representation in a National Mediation Board election.

Contract talks seemingly reached an impasse at the start of 1988, and the National Mediation Board released the Teamsters to take economic action against the company in February.

Northwest was determined to force the flight attendants out on strike and replace them with scabs. Genoese and General President Jackie Presser put together a strategy to put pressure on the company both internally and externally.

The flight attendants got the full support of two other unions on the Northwest property—the Air Line Pilots Association and the International Association of Machinists. The IBT's Legislative Department explained the flight attendants' position to congressmen and senators, especially those from Minnesota and Michigan where many of Northwest's operations are concentrated. International Vice President Robert Holmes, director of the Central Conference, rallied support for the flight attendants, as did Teamster Joint Councils in Minneapolis and Detroit.

"It was a total team effort," said Genoese. The Airline Division Director cited the International's Government Affairs, Legal, Communications, Research, and Economics Departments for their work on behalf of the flight attendants. The Central Labor Council of the AFL-CIO also helped muster support from other unions.

The Teamsters set a strike deadline of March 29, 1988, but a week before the deadline Northwest withdrew its demands for pay cuts and an extension of the "B" scale, which would have cost "B" scale workers about $5,000 a year.

The one remaining issue at Northwest is the integration of the seniority of Northwest and former Republic Airlines flight attendants. Rank-and-file committees from both sides of the company will present their integration formulas to an impartial arbitrator.

The flight attendants are domiciled in Minneapolis, Seattle, Chicago, New York, Detroit and Memphis. The unit is expected to grow to 9,000 workers in the near future.

Teamsters Speak Out To Pan Am Stockholders

Meanwhile, the threat of a strike continues to cloud the skies at Pan Am, where Teamsters represent a

At a press conference held in the Detroit offices of International Vice President Robert Holmes (seated third from right), Airline Division Director Bill Genoese (seated center) announced the Teamsters' request for immediate and binding arbitration in the Northwest dispute, in an effort to avoid a strike. Holmes, whose jurisdiction includes Michigan and Minnesota—the two states with the largest hubs in the Northwest system—had expressed growing concern about the negative impact that a strike would have upon the regional economies in Detroit & Minneapolis, and made efforts to inform the political leadership in both areas of the need for a negotiated settlement.

broad cross-section of the airline's 4,100 employees.

After contract negotiations with management reached an impasse in January, the National Mediation Board set a 30–day cooling off period, and then released workers as of February 21, 1988, to take economic action against Pan Am.

The timing of any strike action, Airlines Division Director Genoese emphasizes, will be decided by the workers—not by management.

Taking the union's case before a stockholders' meeting of Pan American World Airways on May 10th in Miami, Florida, Genoese explained the Teamsters' position. "This company has been virtually destroyed by gross mismanagement over the years," he said. "We have monitored Pan Am management, and we found that it never developed an operating plan or an effective marketing strategy.

"Management has shrunk the company while its competitors have expanded and taken away much of Pan Am's market share."

Pan Am has lost $2.4 billion over the last seven years, and it lost another $83 million in the first quarter of 1988.

"Pan Am's big problems over the years have been in top management," Genoese continued. "Our members can see what management has done to this once great airline. Management has squandered such assets as the Pan Am Building in New York City, the Intercontinental Hotel subsidiary, and the Pacific routes. It has sold most of the aircraft and leased them back. Everything the company has is in hock."

The company reported a negative net worth of $244.9 million at the end of 1987, meaning that its liabilities totaled $244.9 million more than its remaining assets.

General President Jackie Presser has worked closely with Genoese in developing the Teamsters' Pan Am strategy, and the IBT is putting both internal and external pressure on the airline.

The union produced a dramatic videotape which explains the current labor crisis at Pan Am. The tape has been sent to all Pan Am employees.

On the videotape, the workers tell the Pan Am story in their own words: they have had no wage increases since 1981; the company has just cut their 1981 wage rates by 8 percent and cut back on vacations, holidays and sick days; the airline even forces the workers to pay for their own health and welfare insurance.

"Pan Am," said Genoese, "is implementing a master plan put together by Vice President C. Raymond Grebey, who was in charge of labor relations before he was fired by the Board of Directors.

"The plan is to get rid of senior employees in all job classifications and to replace them with poorly trained part-timers, temporary employees, and 'B' scale people."

Teamsters demonstrated against Pan Am management outside the annual meeting in Miami while their leaders presented the union's case to the stockholders.

The Teamsters are demanding full job security for the workers, snapbacks, and Labor Protective Provisions for the workers if the airline goes bankrupt or is sold off.

Big Organizing Drive Set At USAir and PSA

The Teamsters Airline Division has put together strategy for a major organizing campaign at USAir and the former Pacific Southwest Airlines (PSA).

USAir has acquired PSA. The two operations were merged as of April 9, 1988.

The Teamster organizing drive will cover fleet service employees throughout the expanded USAir system.

Approximately 2,000 fleet service people at four of USAir's main hubs are already represented by the Teamsters. Their contract is the best fleet service agreement in the airline industry.

Another 1,200 workers at smaller USAir stations are unrepresented. The 900 former PSA fleet service employees had Teamster representation before the merger, but USAir is trying to make the fleet service operation nonunion.

After giving a full report on the USAir situation to General President Jackie Presser, Airline Division Director Bill Genoese met with representatives of all USAir locals in April at the offices of Marvin Griswold, secretary-treasurer of Local 2707 in Los Angeles, CA.

The union is assigning organizers to sign up all the workers eligible to vote in a union representation election to be conducted by the National Mediation Board.

As this issue goes to press, the board has not yet set dates for the election.

USAir is also acquiring Piedmont Airlines, where the fleet service group is unorganized. Many of the Piedmont workers have signed Teamster cards.

"The Piedmont group needs strong union representation," said Genoese. "Many of them are part-timers, and they have 'B' and 'C' scale wages."

House Continues Hearings on NLRA

The United States House of Representatives' Subcommittee on Labor/Management Relations—chaired by Congressman William L. Clay (D-MO)—continues to hold hearings on the effectiveness of the National Labor Relations Act. The Subcommittee listened to the testimony of several workers who outlined how the current labor laws are being abused, specifically the employer's use of lockouts and hiring permanent strikebreakers.

Teamster member Harry Bruesch of Local 714, Berwyn, Illinois, testified at the most recent hearing. Other witnesses who also testified at that time included Betty Hubbard of the United Food & Commercial Workers; Terry Groves of the Laborers; and Bodie Southall of the Oil, Chemical & Atomic Workers.

The purpose of the hearings, as summarized by Bruesch in his testimony, is to call for a "re-examining of our labor laws to strengthen employee collective bargaining rights." Chairman Clay also stressed the need to explore the problems employees face when trying to join a union, negotiate a first contract, or walk a picket line. Clay is aware that employers are increasingly finding "new ways to walk away from longstanding collective bargaining relationships."

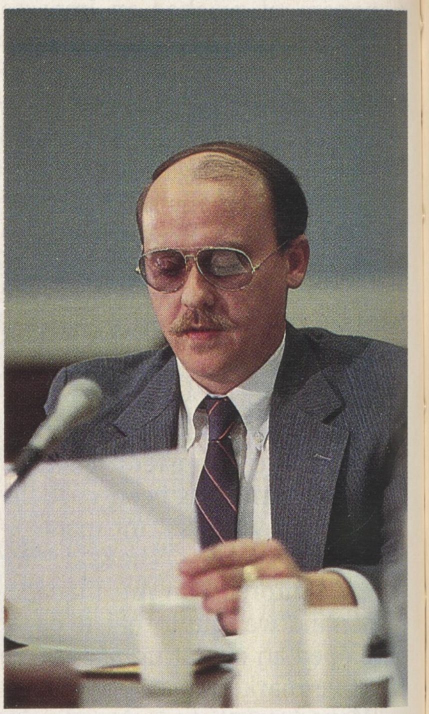
Teamster Testifies about Lockouts and Scabs

On October 9, 1988, Harry Bruesch and 93 of his coworkers were locked out by their employer, CDS Midwest, Inc., in Bedford, Illinois, and replaced by scabs who were hired at lower wages and without fringe benefits. The replacement scabs were actually on the job five days before the contract expired on September 18, and the local newspapers carried ads for jobs at $6-an-hour less than the existing contract rate. More than seven months later, the lockout still continues.

The bargaining unit that Bruesch and his fellow workers belong to has been represented by Local 714 for more than 25 years at the same facility. Their employer, CDS Midwest, Inc. which is owned by Clark Equipment Company, used the workers' loyalty and years of service against them saying they were "old, uneducated and unskilled" and therefore, had no choice but to accept whatever offer the company made. "Armed with the right to lockout and replace its workforce, our employer persisted in its outlandish contract demands, which obviously were intended to be rejected by employees," Bruesch testified.

Bruesch and those who testified with him are calling for Congress to reassess the current labor laws to fully protect the collective bargaining rights of employees. "This right to replace employees is an incredible weapon. What incentive can there be for our company to negotiate a fair agreement with us, if it can replace us at a fraction of the cost?" he asked the subcommittee members.

As it exists now, the system of checks and balances is tipped toward the employer who holds the power to destroy families and communities by arbitrarily removing workers from the workforce through lockouts. Through their testimony, union members are asking Congress to use its power to add the necessary check to bring the scale to a more equal balance.



Teamster Harry Bruesch testifies before the Subcommittee on Labor/Management Relations of the U.S. House of Representatives' Committee on Education and Labor. Bruesch is a member of Local 714, Berwyn, Illinois.

Correction

The May 1988 issue of *The International Teamster* reported financial information on the Consolidated Balance Sheets for the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and Subsidiaries for the year ending December 31, 1987. The reported totals of all the funds were accurate, however, due to an error in the printing process, the component assets of the Defense Fund were omitted. The actual values of the Defense Fund assets are as follows:

Cash	$ 10,075,905
Accrued Income	1,451,796
Investments—Book Value (Market Value $88,425,893)	92,651,083
TOTAL ASSETS—DEFENSE FUND	$104,178,784

Industrial Trades Division Committee Meets

The Teamsters Industrial Trades Division Executive and Policy Committee recently held a meeting in San Juan, Puerto Rico.

Joseph Konowe, chairman of the Executive Policy Committee and director of the Teamsters Industrial Trades Division, opened the meeting by detailing that the agenda would center around the problems that the IBT and the labor movement are currently facing.

Welcoming the Committee members to Puerto Rico, were José Cadiz, secretary-treasurer, and Rene Rodriguez, president, of Local 901. Each of these men praised General President Jackie Presser and the entire Teamsters General Executive Board for the support which the Local has received over the years. They thanked Konowe for his service and guidance and vowed to make this conference a memorable one.

Offering the Committee members both praise and support was the Honorable Juan Rivera, Secretary of Labor for the Commonwealth of Puerto Rico. Rivera stated that the Teamsters movement in the 50 states and Canada, as well as in Puerto Rico, has always been the first to rush to the assistance of the population in times of emergency, giving both financial and physical aid to the fullest extent.

The Labor Secretary also pointed out that the IBT's legislative assistance in the passage of tax abatements for industries in Puerto Rico, was of "incalculable value" to all citizens on the island. Rivera touched on important subjects such as employment, minimum wage, health, safety, and security which are several of his primary concerns as Labor Secretary.

Next to speak was IBT General Counsel John Climaco, who brought greetings to the conference from General President Jackie Presser. Climaco highlighted the IBT's reaffiliation with the AFL-CIO and focused on the resolution of jurisdictional disputes through the AFL-CIO Constitution. He also reviewed provisions of the RICO Act and explained the legalities and ramifications of a civil RICO lawsuit against international and local unions.

President of the Teamsters' Pennsylvania Conference John Morris conveyed to the delegates that there is an urgent need for political action by the trade union movement. He cited the many substantial benefits that the local unions in Pennsylvania had achieved on a political level as a direct consequence of their participation in DRIVE and because of their activities on the local and state levels of government. Morris cited many examples of successful organizing drives, the success of which could be directly attributed to political action. He concluded his remarks by urging greater political participation on the part of all IBT locals in order to defeat legislation aimed at weakening the labor movement.

The second session of the conference commenced with an address by Elmer Chatak, secretary-treasurer of the Industrial Union Department of the AFL-CIO, and a long-standing friend of the IBT. Chatak discussed the struggles and sacrifice by millions of American workers and their families to achieve the standard of living which they enjoy today.

Following a detailed description of the history and the functions of the Department, the Secretary-Treasurer cautioned that there are those in Congress, in addition to a number of employers, who would destroy the labor movement if given the opportunity. "Eternal vigilance is the price for liberty," he said. Chatak then explained the workings of the "Coordinated Bargaining Committees," through which the IBT and AFL-CIO locals engage in mutual contract bargaining. He strongly urged that more local unions give thought to participating in such bargaining in the future.

Konowe explained the affiliation agreement worked out between the IBT and the Department, noting that the Teamsters would provide a full-time organizer to join the existing organizing pool in the Department.

Other guests at the conference session included: Dr. Leroy Lopez, economist at the University of Puerto Rico; Jay Victor, publisher and editor of *Nation's Labor*; IBT International Representative Vincent Trerotola; Division Executive Committee members and; Joseph Morgan, Jr., president of Georgia/Florida State Conference of Teamsters.

Pictured left to right are: IBT General Counsel John Climaco; Secretary-Treasurer Elmer Chatack, Industrial Union Department, AFL-CIO; Thomas L. Brown, IBT Industrial Trades Division Executive Committee member; Director Joseph Konowe, IBT Industrial Trades Division; Secretary-Treasurer Jose Cadiz, IBT Local 901, Santurce, Puerto Rico; and President Howard Bennett, IBT Local 294, Albany, New York.

Thousands Travel to Washington, D.C. To Attend American Family Day Celebration

Take Pride in America
American Family Celebration
FOR CHANGE
MAY 14, 1988

AFL-CIO President Lane Kirkland addresses American Family Day Celebration.

On May 14th, more than 50,000 people gathered on the mall in Washington, D.C., between the Washington Monument and the Lincoln Memorial to take part in the American Family Day Celebration. This historic event was sponsored by the Coalition of Labor Union Women (CLUW) and cosponsored by many labor and civic organizations, including the Teamsters. The purpose of the rally was to strengthen our nation's commitment to families.

The theme of the campaign—"Working for Change"—encompasses not only the one-day rally, but a comprehensive legislative agenda. Congress is being asked to consider legislation to support family and medical leave, child care, services for the elderly, comprehensive health care, education, jobs and economic security.

People traveled from across the nation to attend the rally and show their support for the need to preserve and protect the American family. Many labor unions supplied buses for their members, including 150 unionists from New York alone. Others organized trains to take families to Washington and several planes carried groups of senior citizens.

Featured speakers who addressed the crowd included AFL-CIO President Lane Kirkland, CLUW President Joyce Miller, National Organization for Women President Molly Yard, and Congressmen Charles Rangel (D-NY), Claude Pepper (D-FL), and Tony Coelho (D-CA).

Other speakers included NAACP President Ben Hooks, Congressman Esteban Torres (D-CA), and Dolores Huerta of the United Farm Workers. Washington, D.C., Mayor Marion Barry began the day's activities by welcoming everyone to the city.

Several booths, including many union booths, were set up on the Mall. The Teamsters booth, organized by Althea Minor of the IBT Communications Department, provided visitors with T-shirts, hats, buttons, balloons, frisbees, and informational brochures.

The rally was a tremendous success in that it touched so many people and provided the necessary incentive to fight for the rights of the American family. Much work still remains to be done to preserve our families, but working together, we can do it.

WOMEN
TEAMSTERS FIGHT DRUGS

The Teamsters Union, co-sponsors of the event, had an informational booth at the rally.

PROUD TO BE A TEAMSTER

Members of the Teamsters Union traveled from across the United States to join in the celebration of American families.

Rhode Island Teamsters Take the Lead

Of the three virtues—faith, hope, and charity—charity is the virtue for which the members and officers of a Teamster local union in East Providence, Rhode Island, have become regionally famous. Local 251, located in East Providence, has been recognized for years as a bench mark for charitable activity, and sets the standard against which most other Rhode Island organizations take their measure when contributing to charities.

This year, and for the past four years, Local 251 has set records for its contributions to benefit the National Easter Seal Society. One particular facility of the National Easter Seal Society is the Meeting Street School in East Providence, and after the Teamster local's most recent annual charity drive to benefit the school, the Meeting Street School received a gift referred to as a "godsend." The godsend came in the form of a $43,700 check presented recently by Local 251's executive officer, Secretary-Treasurer Gerald Blinkhorn.

Blinkhorn remarked that the check "represented the hard work, the generosity, and the charity for which the East Providence Teamster members are praised." The $43,700 check brought the Local's four-year total donation to the Meeting Street School to $119,000.

Each year, Local 251 sponsors a number of activities through which its members, their families, and their friends raise funds. These activities include dinner dances, raffles, canvasing, and various other means to raise funds.

When he presented the check to the National Easter Seals, Secretary-Treasurer Blinkhorn commented, "This check represents an extremely high level of dedication and hard work by the members of Local 251, and the members of my Local have every right to be proud of their accomplishments on behalf of the National Easter Seal Society. . . . My hat is off to all of my members."

Meeting Street School
$112,834

Pictured with Walter Cryan (center), of TV 12 in Providence are Local 251 Representatives (left to right) Francis Reddy, business agent; Jerry Blinkhorn, secretary-treasurer; James Boyajian, and Charles T. Burke, business agents.

High praise for the members of Local 251 also came from Gloria McDonald, assistant director for development of the National Easter Seal Society. McDonald commented that the Society was "amazed at the level of charity from a single local union," and she thanks each and every Teamster member who worked to make such a generous contribution possible.

34 Attend TLA

The most recent Teamster Leadership Academy, held at the International headquarters in Washington, D.C., was attended by 34 local union officials. Those in attendance included: Chris McLoughlin, secretary-treasurer, Local 10, New York, NY; Robert A. Johnson, business agent, Local 14, Las Vegas, NV; Jack Ward, vice president, and Clarke Stillwagen, recording secretary, Local 36, San Diego, CA; Arthur L. Schrader, president, Local 40, Mansfield, OH; Billy S. Hill, recording secretary, Joyce Finefrock, trustee, and Leo Krug, trustee, Local 79, Tampa, FL; and John Amodio, business agent, and Douglas Wilson, business agent, Local 182, Utica, NY.

Also attending were: Ron D. Hunt, business representative, and Robert E. Schorg, secretary-treasurer, Local 238, Cedar Rapids, IA; Bret Lovitz, president, Local 246, Washington, D.C.; David Haas, business agent, Local 287, San Jose, CA; Lee Frame, business agent, and David Timberlake, recording secretary, Local 371, Rock Island, IL; Roger R. Hopkins, secretary-treasurer, Local 376, Detroit, MI; Leonard Reeder, business agent, Local 391, Kernersville, NC; Daniel J. McGinley, president, Local 502, Philadelphia, PA; and Arthur Munson, business agent, Richard Collier, president, and John Pieczonka, vice president, Local 558, Buffalo, NY.

Other attendants include Richard R. Solberg, secretary-treasurer, Local 582, Spokane, WA; Alex Hernandez, business agent, Local 601, Stockton, CA; Tomas Rosado, business representative, and Abelardo Rodriquez, organizer, Local 630, Los Angeles, CA; Michael Guinn, secretary-treasurer, Local 752, Glendale, AZ; Vance Cushing, business agent, Local 792, Minneapolis MN; Donald Calagna, vice president, Local 806, Hempstead, NY; Cathy Josselyn, office manager, Local 860, Daly City, CA; Mike Stout, business representative, Local 916, Springfield, IL; Edwin Gonzalez, secretary-treasurer, and Jerry Edwards, business agent, Local 966, New York, NY; and Robert E. Knox, president, Local 1038, Detroit, MI.

Union News and Views. . .

The House of Labor Grows Stronger . . . Convention delegations of the International Longshoremen's and Warehousemen's Union (ILWU) recently gave near unanimous approval to a resolution recommending affiliation with the AFL-CIO. The convention action called for a membership referendum, set for late May. Results are to be announced in June.

"What it's all about is unity", said ILWU President James Herman. "These are tough times for working people, and we need all the mutual support we can get."

Herman, president of the ILWU since 1977, was among the labor leaders who joined Teamsters at the September, 1987, rally in Cincinnati, Ohio, to protest the rumored federal takeover of the IBT and three other AFL-CIO affiliated international unions.

The ILWU Executive Board recommended affiliation to convention delegates following exploratory meetings and discussions between Herman and AFL-CIO President Lane Kirkland. Once a chartered member of the Congress of Industrial Organizations, ILWU separated from the CIO in 1950.

The union's pending affiliation with the Federation will provide, Herman feels, "additional opportunities for making the entire labor movement stronger."

A Union Labor Lesson for Legislators . . . Members of Congress should know that the building they work in—the U.S. Capitol—was renovated with 100 percent union labor and that the job was done nine months ahead of schedule and $20 million under budget. Bob Georgine, head of the AFL-CIO Building and Construction Trades Department, feels workers in the industry should take the opportunity to point out that fact when lobbying their members of Congress.

Child Care A Key Concern . . . Labor movement leaders have joined with representatives of child advocacy groups in calling for legislation that will improve the quality of child care in the U.S.

Testifying in favor of the Act for Better Child Care Services before the House Subcommittee on Human Resources were AFL-CIO Secretary-Treasurer Tom Donahue; State, County & Municipal Employees President Gerald McEntee; Communications Workers President Morton Bahr, and National Education Association President Mary Hatwood Futrell.

The legislation would authorize $2.5 billion in federal funds for child care, with a 20 percent matching state requirement. The bill would require states to monitor programs, would mandate federal standards for facilities and child care worker training, and would encourage adequate salaries for workers in the child care field.

The need for child care was a central concern of the May 14th "American Family Celebration" rally in D.C., and the IBT was one of the co-sponsoring organizations behind that event.

Mack Trucks Inc. Charged with Illegal Firings . . . Mack Trucks Inc. has been charged with numerous violations of federal law for illegal firing of employees for union activity and for other acts of discrimination against workers at the company's Winnsboro, S.C., assembly plant.

This most recent complaint issued by the National Labor Relations Board marks the third time in less than a year that the NLRB has issued a complaint against Mack on matters related to the Winnsboro work site.

The complaint is based on the NLRB's investigation of a series of charges filed by the United Auto Workers. An organizing campaign is under way in Winnsboro to gain majority support from workers at the assembly plant for UAW represention. The union represents workers at Mack facilities in three other states.

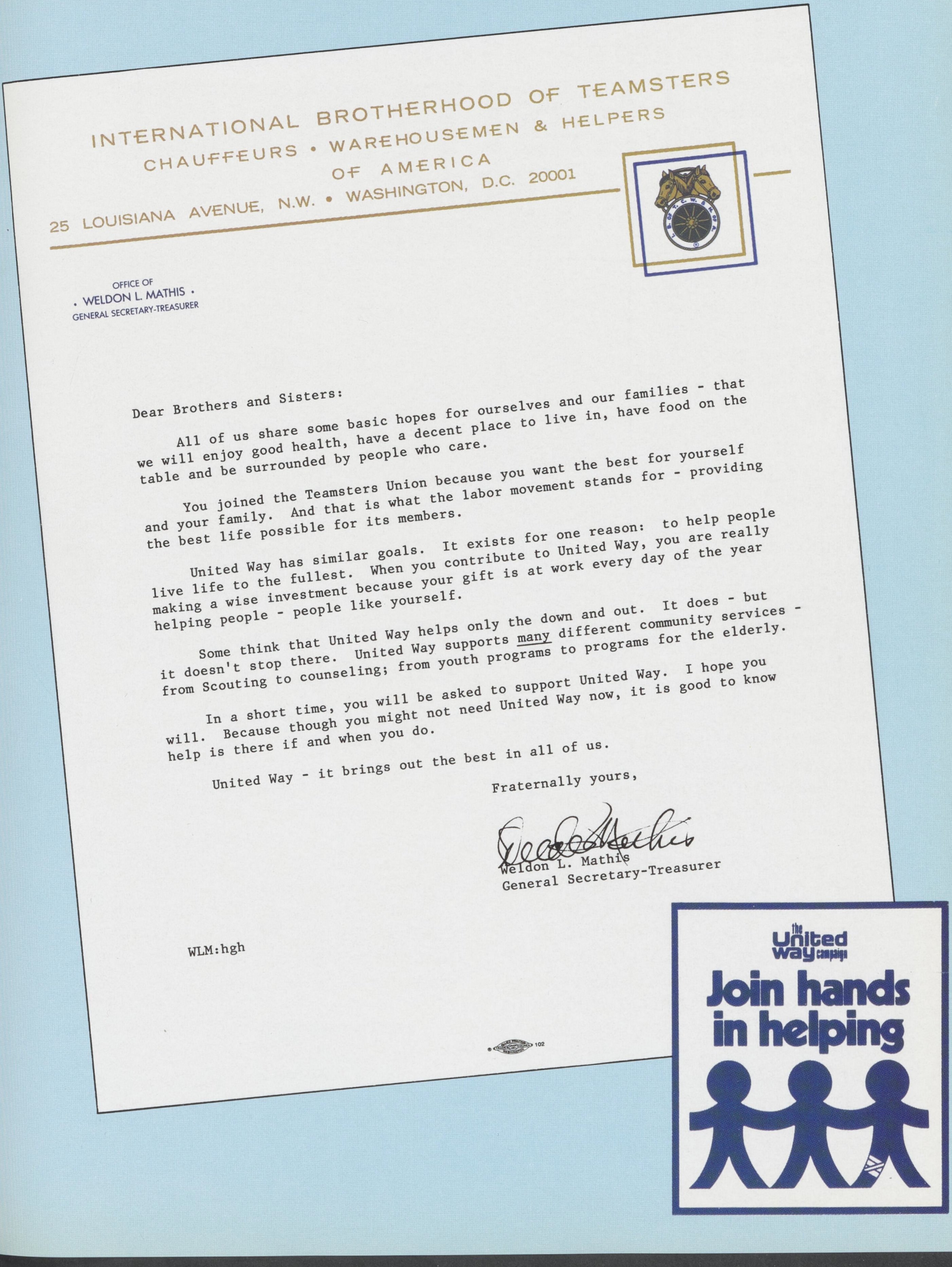
Pentagon Fails to "Buy American" . . . The AFL-CIO Metal Trades Department, as a member of the National Council for Industrial Defense, has sued the Department of Defense and Defense Secretary Frank Carlucci for illegally purchasing foreign-made defense equipment of inferior quality in violation of the Buy American Act and other laws.

The suit, filed in U.S. District Court in Washington, D.C., charges the Department's procurement policies are "regularly and systematically discriminating against producers of domestic defense products."

William Phillips, president of the National Council for Industrial Defense, voiced grave concern at the threat of a "multinational industrial cartel" that has internationalized weapons manufacturing, and America's growing dependency on foreign manufacturers for key weapons components, resulting in an eroded U.S. industrial base that endangers national security.

Teamsters General President Jackie Presser was one of the first union leaders to point out the growing dangers of overseas multinational corporations to U.S. industry. It has been a recurrent theme of his presidency.

The United Way Campaign . . .
It brings out the best in all of us



INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS • WAREHOUSEMEN & HELPERS
OF AMERICA
25 LOUISIANA AVENUE, N.W. • WASHINGTON, D.C. 20001

OFFICE OF
• WELDON L. MATHIS •
GENERAL SECRETARY-TREASURER

Dear Brothers and Sisters:

All of us share some basic hopes for ourselves and our families - that we will enjoy good health, have a decent place to live in, have food on the table and be surrounded by people who care.

You joined the Teamsters Union because you want the best for yourself and your family. And that is what the labor movement stands for - providing the best life possible for its members.

United Way has similar goals. It exists for one reason: to help people live life to the fullest. When you contribute to United Way, you are really making a wise investment because your gift is at work every day of the year helping people - people like yourself.

Some think that United Way helps only the down and out. It does - but it doesn't stop there. United Way supports many different community services - from Scouting to counseling; from youth programs to programs for the elderly.

In a short time, you will be asked to support United Way. I hope you will. Because though you might not need United Way now, it is good to know help is there if and when you do.

United Way - it brings out the best in all of us.

Fraternally yours,

Weldon L. Mathis
General Secretary-Treasurer

WLM:hgh

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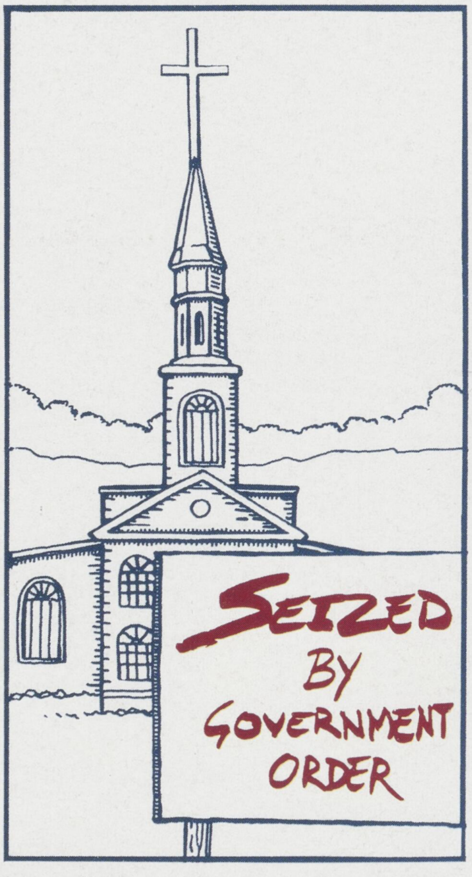
IF THIS HAPPENED, YOU KNOW WHO WOULD BE THERE FIRST TO PROTEST: LABOR.



If there's an attack on religion, the media, civil rights groups, education—those institutions know they can turn to the American free labor movement for help. It has always been there when freedom has been threatened. You can count on it.

That's why we're asking these institutions, their leaders, their members, and *you,* to examine closely the threatened actions of the Justice Department to deprive American workers of their legal and constitutional rights of free association and to organize into unions of their own choice.

Major political leaders in both parties have strongly condemned the Justice Department's scheme to place the International Brotherhood of Teamsters and its 1.6 million members, along with several other large trade unions, under government trusteeship. This is clearly a partisan political move by an administration hostile to labor, and will be judged as such, but it has frightening implications for all free institutions.

We have seen the suppression of democracy and free association before, in many lands, many times. We have seen the rights of free individuals who join together for their common good trampled by a self-righteous, authoritarian government.

We fought a revolution over this issue once. We thought the right of all citizens to open charges and a speedy and fair trial was guaranteed by the Constitution, not something to be cast aside by a suspicious Reagan-Meese controlled Justice Department.

We remind President Reagan of the terrible human destruction caused by the unfounded and unsubstantiated attacks on the reputations of members of his own craft and many others by partisan zealots many years ago.

Times change, jobs change, people change, but the fear of the knock on the door in the middle of the night remains.

A·A·G·C·U

AMERICANS
AGAINST
GOVERNMENT
CONTROL OF
UNIONS
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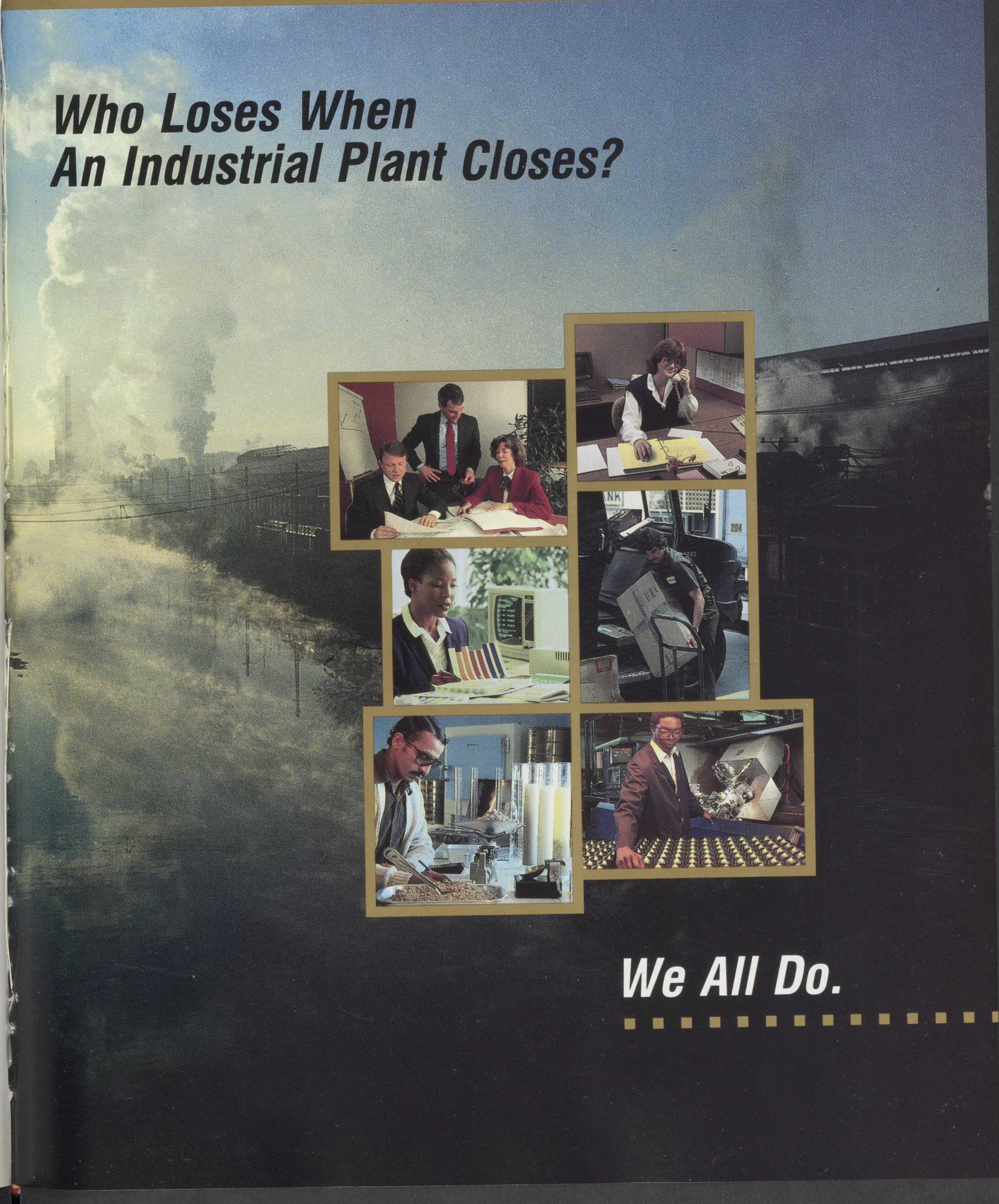
20033

THE INTERNATIONAL
JULY 1988

TEAMSTER

Who Loses When An Industrial Plant Closes?



We All Do.

Message from the General Secretary-Treasurer

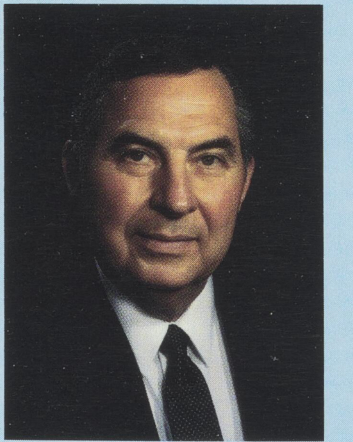
In this issue of the *International Teamster*, you will find an extensive report on the great mass of displaced workers, those "forgotten Americans" whose plight rarely finds itself on the front pages of our newspapers. As the article points out, more than 12 million workers have been displaced because of plant closings or permanent layoffs.

This abandonment of American workers is a national disgrace. Through its neglect, the United States government is every bit as guilty as those employers who have closed up their shops, union contract or not, and opened up overseas or wherever they can find the lowest wages. The government has a solemn responsibility to these workers, a responsibility which it has abdicated.

For example, our efforts to keep faith with the American worker received a setback in June when Congress failed to override the President's veto of a trade bill that included a provision for 60-days' notice of massive layoffs or plant closings. Though the House of Representatives voted overwhelmingly to pass the bill over the President's objection, the Senate failed to follow suit by the margin of a handful of votes. It was the closest we in the labor movement have come to achieving this humane protection for millions of families in America.

The President's veto can't be understood except as slavish obedience to an ideological bias against workers' rights. What is wrong with giving notice to American families—families that in many instances have worked their lifetime in some business, in some plant, in some factory—when their children are in school, so that they might make some adjustment to lessen the economic devastation of job loss? What is wrong with treating these American families with some degree of respect and dignity?

This is what plant closing notice is all about—merely letting workers know that they are going to be laid off, or that those factory doors are going to be closed. The employers and all the white-collar workers are going to know. They are going to be able to take care of their families. They'll have advance notice to begin to find other employment. Why should workers be treated any differently?


Weldon L. Mathis

This is the question we should ponder this July 4, particularly in light of the government's ongoing threat to take over free and democratic trade unions. July 4 is the day we celebrate America's declaration of independence from arbitrary and tyranical excesses of power exercised by the British government.

One year ago, a similar threat to our freedom and democracy appeared in our midst. Newspapers reported that the Department of Justice was preparing a lawsuit against the International Brotherhood of Teamsters in order to remove our union's entire elected leadership and replace it with a government-appointed trustee.

It was further revealed that three other international unions were also targeted for takeover—the International Longshoremen's Association, the Laborers, and the Hotel and Restaurant Employees.

To those of us in the labor movement, the news sounded like that midnight knock at the door that we associated with police states—Hitler's Germany, Stalin's Russia, and Castro's Cuba.

We waited for someone in the Administration to come forward with either a denunciation or a denial of this absurd scheme, but no one did.

In retrospect, we should have seen it coming. This was the same Justice Department, after all, that had opposed extension of the voting rights act—a benchmark of this nation's commitment to civil rights.

We should have seen it coming from an Administration that opposed every legislative initiative to better the lot of average working Americans.

We should have seen it coming because, throughout our history, the American labor movement has not known a day that it wasn't criticized, vilified, or scorned. The International Brotherhood of Teamsters' General Executive Board has pledged to fight the proposed takeover. Concerned people from all over the world are rallying to the International's defense. With the support of the membership in this fight, most observers believe that the Teamsters Union will emerge victorious and free.

In closing, I want to praise your willingness to fight for what you believe in, your willingness to defend the freedom and civil rights of all Americans, and your willingness to preserve—at whatever personal cost—the heritage of those men and women who built this union, who built this labor movement, who built this country.

Fraternally,

THE INTERNATIONAL
TEAMSTER
DEDICATED TO SERVICE

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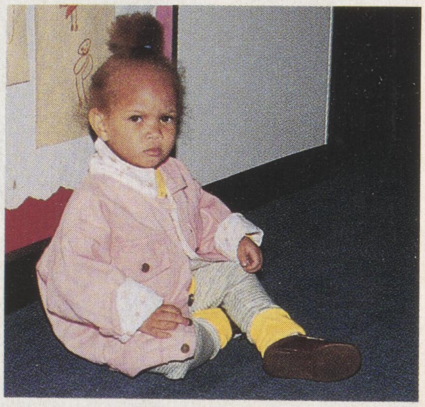

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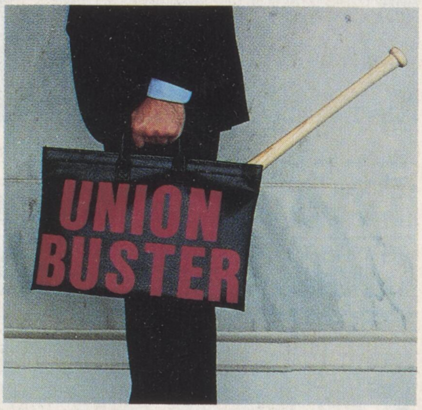

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Teamsters Work to Make Child Care Available, Affordable

For many years, child care has been dismissed as "just a labor issue" by employers and government policymakers alike. Organized labor's calls for solutions to growing child care problems—in fact, the very problems themselves—have been ignored.

Recently, however, major political and economic forces have converged, igniting a policy brushfire around child care and making it one of the hottest issues now in Congress.

"By even the most conservative estimates, one out of every three workers in this country currently has a significant problem with child care, whether that be finding it, paying for it, or remaining confident about the quality of care," Senator Christopher Dodd (D-CT) recently said.

Apparently, the relief we have been asking for is now on the horizon. Organized labor's appeals for better and more affordable child care are finally being addressed.

A National Concern

Child care problems are national in scope, severe, and immediate. Even employers have jumped on the bandwagon in support of major child care legislation.

The question most analysts are asking is not whether Congress will act soon on child care, but what form that assistance will take.

With several different approaches to the problem and an estimated 70 child-care bills already in the congressional hopper—and because this year's legislative calendar is short due to the party conventions this summer and the elections in the fall—it is too early to try to predict how far Congress will be willing to go. If Congress doesn't act on child care this year—and many are predicting it won't have time—then the winner of the presidential election in November will obviously be an important factor.

The Teamsters Union, however, is throwing its weight behind the legislative proposal on child care sponsored by Senator Dodd and Representative Dale Kildee (D-MI), joining the AFL-CIO and numerous other organizations. Known as the Act for Better Child Care Services, the IBT-backed bill seeks to make child care more affordable for low- and moderate-income families, and to both increase the supply and improve the quality of child care.

It would authorize $2.5 billion to be spent in the first year, 85 percent of which would be distributed to families to pay for child care, based on their need. The rest would be used to stimulate the supply and to improve the quality of child care. That includes helping to ensure adequate compensation for full-time and part-time child care staff. Participating states would be required to come up with matching funds.

An earlier measure passed by Congress in 1971 would have involved the Federal Government in a comprehensive, national child care program but it was killed when President Nixon vetoed it. Supporters of the Act for Better Child Care Services believe that their measure differs significantly from earlier child care proposals and that the political and economic climate appears now more conducive to major change.

A Real Need

One factor is simply the increasing numbers and share of mothers in the work force. A Census Bureau survey in 1984 and 1985 indicated that there are about eight million children under five who have working mothers. Nearly two-thirds of those women were working full-time.

The Institute for Women's Policy Research says that about a quarter of those children under five are in group facilities, day care centers, preschools, and nursery schools. A third are taken care of in their own homes by relatives and babysitters. Another third are cared for in someone else's home, usually a non-relative.

In 1987, 65 percent of women with children had jobs. That shows an amazing structural change, considering that in 1950, for example, only 22 percent of women with children had jobs.

Yet, since the Reagan Administration's hefty cuts in social spending in 1981, 29 states have actually reduced expenditures on child care services, in spite of the growing need. One survey reported in recent congressional testimony, found that locating quality child care arrangements was a "major problem" for 46 percent of 931 employees surveyed at three companies. Making arrangements for infants was "difficult" or "very difficult" for 65 percent.

Child Care Too Expensive

Another reason for the increasing pressure on Congress to do something about child care is the high cost. Richard Clifford of the University of North Carolina, who studied the cost of child care programs of varying quality, found the cost of typical center-based care to be about $3,000 per child per year, which is about half the income of a minimum-wage family and 10 percent of the average family's income.

At $3,000 a year, a single mother must spend a whopping one-fourth of her income on child care if she has two young children and makes $24,000. Even for a couple who together make, say, $40,000, that $6,000 for two children is a big bite.

The cost of high-quality programs, however, is estimated to be far higher—over $5,200. That price tag allows for good group sizes and staff-child ratios, as defined by the National Academy of Early Childhood programs. It also allows for salaries high enough to retain qualified staff and to buy adequate supplies, materials, and equipment.

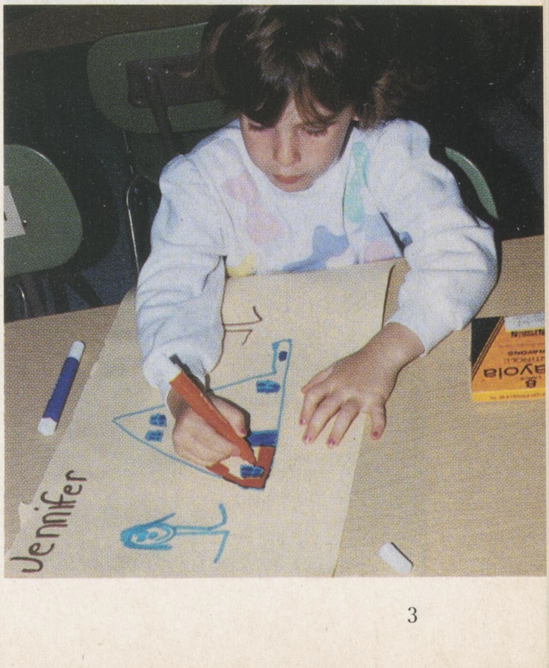
Parents "feel caught in an impossible bind," says the Institute for Women's Policy Research, since "clearly, many parents feel that the salaries they pay those who care for their children are inadequate."

The reason, of course, appears to be that many parents cannot *afford* to pay more.

Problems as severe and widespread as these strongly suggest that the child care "market" needs help from the government in order to function at a level that is desirable for children, their parents, and employers, and that is closer to optimal for society as a whole.

Although the cost seems steep, the benefits are substantial:

- The benefits to children themselves of high-quality early childhood programs have been demonstrated in a number of studies which show, for example, that children from low-income families who have been enrolled in such programs tend to be more successful in later schooling and to be more competent both emotionally and socially.
- In a study in North Carolina, Richard Clifford and Susan Russell found that child care centers with high standards and frequent monitoring were only one-fifth as likely as centers meeting only the minimum state requirements to have had child abuse and neglect complaints. "Regulation can make a difference in the lives of young children and their families," they say adding, however, that "state governments need guidance and financial assistance in improving standards and monitoring."
- A congressional committee study estimates that every dollar spent on preschool education saves society almost five times that by lowering welfare, remedial, and special-education costs and by increasing worker productivity. Welfare costs alone are dramatically reduced in states that provide child



care, showing that for many women the only barrier between them and a job is available and affordable child care.

- According to *Nation's Business*, a forthcoming Small Business Administration study finds that employers get improved recruitment, productivity and morale for their child-care assistance—as well as reduced turnover, absenteeism, and lateness. As one researcher recently told a congressional committee: "Parents who cannot find quality care, who piece together multiple and tenuous arrangements, who have latchkey children, and who face frequent breakdowns in their child care systems have poorer work attendance, are less able to concentrate on the job, and have more stress-related health problems."

A Growing Necessity

With the maturing of the "baby boomers," employers are justifiably concerned about the very slow growth of the labor supply that's projected for the next decade. At the same time, by 1990 an estimated 65 percent of new entrants to the labor market will be women, and 85 per cent of them will be of childbearing age.

This melding of trends means that not only will employers have to compete harder for good employees, but they will especially have to be mindful of women's needs, including their need for high-quality child care. "Who will look after the children?" is a question that employers who want to be able to compete will have to ask—and help to answer.

Surprisingly, however, although the benefits of child care for companies themselves are supported by evidence, only 11 percent of businesses and government agencies surveyed recently by the Department of Labor were actively helping their employees with child care problems. About half of those employers provided child care counseling, referral, or information services. The other half either sponsored a day-care center or provided financial assistance for day care.

Considering both the benefits of child care and employers' obsession with the bottom line, this percentage seems low. However, most employers—perhaps 80 percent—have fewer than 15 employees, which may be a constraint to their making adequate investments in child care alternatives without help from the government.

Teamsters Advance Family Issues

Child care is, of course, only one—though right now the most prominent—of several family-related issues that the IBT is advocating on behalf of its members. Other important family issues currently being considered in Congress include an increase in the minimum wage, comprehensive health care, and family leave for newborn and sick children and seriously ill parents.

Another important family issue that Teamsters are monitoring is comprehensive and long-term medical care for the elderly. In this area, the Union has pushed for catastrophic coverage offering financial assistance to elderly people faced with huge medical expenses.

Child care and other family issues involve complex interrelated problems that warrant government action. The Teamsters Union is working to make sure that government does, in fact, take action to help working people and their families.

Mathis Thanks AFL-CIO Executive Council For Supporting Teamsters on Trusteeship Issue

General Secretary-Treasurer Weldon L. Mathis appeared before the AFL-CIO Executive Council, meeting in Washington, D.C., recently, to express the IBT's appreciation for the Federation's continuing strong opposition to the rumored Justice Department takeover of the International Union.

Mathis, accompanied at the session by IBT General Council John Climaco, stressed that the Teamsters Union is continuing to prepare its case, in the event that the government should proceed with its plan to place the International under a court-appointed trusteeship.

General Secretary-Treasurer Weldon L. Mathis addresses members of the AFL-CIO Executive Council at their May meeting in Washington, D.C. He is flanked by AFL-CIO Secretary-Treasurer Tom Donahue (left) and AFL-CIO President Lane Kirkland (right).

During the two-day meeting, the AFL-CIO Executive Council considered a number of important agenda items, many of which focused on political and humanitarian labor issues.

In key action, the Council called on Congress to override the expected presidential veto of vital trade legislation which carries a critical plant-closing notice provision that would help protect American workers.

In point of fact, since the Council's meeting, President Reagan did veto the omnibus trade bill. Thanks, in large part, to an all-out, coordinated lobbying effort by Teamsters and others in the labor movement, the U.S. House of Representatives quickly voted to override the veto. However, the Senate failed to override the veto (see separate story, this issue).

Said AFL-CIO President Lane Kirkland, "We want the plant-closing provision that's in that bill. We think it's modest. . . . It applies only to cases where the employer is fully aware that the plant will close and, for reasons of his corporate strategy or because of the lure of perhaps a higher rate of profit in some other location, he fully intends to close that plant. . . . We've compromised already; I don't think there's any way to further compromise the plant-closing section of this bill." Kirkland, who called the plant closing provision the "human element" of the trade legislation, predicted that, with the veto sustained, the issue will certainly become a major issue in the 1988 presidential campaign.

Among other action, the Council:

- modified the Federation's voluntary guidelines for affiliates to deal with recommendations for endorsement of presidential and vice presidential candidates before the AFL-CIO General Board determines the Federation's official endorsement;
- urged affiliates to support efforts to counter right-wing attempts to divide voting districts after the 1990 census into areas that might favor election of anti-labor candidates;
- voiced support of Poland's "Solidarity" union movement, and condemned the government's crackdown on striking workers; and
- outlined a six-point plan for the U.S. government to help in gaining humane treatment for refugees fleeing Vietnam, Laos, and Cambodia.

The Council also gave AFL-CIO President Lane Kirkland authority to act on a charter for the International Longshoremen's & Warehousemen's Union (ILWU) if it seeks affiliation. As reported in the June, 1988, *International Teamster*, the ILWU put the question of affiliation before its membership in a referendum. At this writing, the results of that referendum have not yet been reported.

During the mid-May session, it was agreed that the General Board of the AFL-CIO would meet immediately after the August Executive Council session in Washington, D.C., to consider the question of the endorsement of a presidential candidate. According to the Board's own guidelines, a two-thirds vote of its members is required for an endorsement.

Teamsters Oppose Unfair DOT Alcohol Proposals

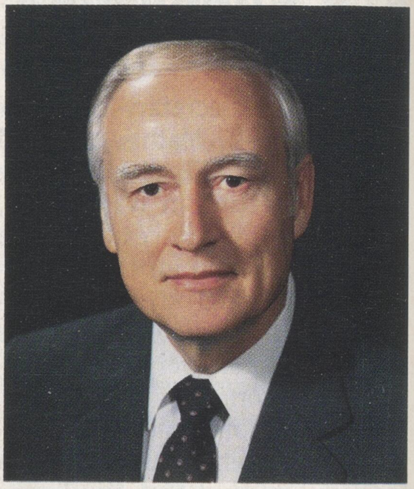
Testifying at a Transportation Department (DOT) forum, Teamster Safety and Health Director and International Trustee R. V. Durham voiced strong opposition to DOT proposals that would revoke, for at least a year, the driving privilege of a heavy truck driver or bus driver who is found to have a blood alcohol concentration of .04 percent or more while operating a vehicle. That is less than half of the amount of alcohol it takes to prosecute a car driver in most states.

Durham also attacked DOT's proposal to place commercial drivers out-of-service for 24 hours if they are found to have *any* alcohol in their system. He said this could happen at levels as low as one one-hundredth of what it usually takes to prosecute a car driver.

Said Durham, "It does not make sense to have a double standard, whereby heavy truck drivers are subjected to much tighter regulation than other drivers who are much more likely to be alcohol-involved."

He told the forum that "If you look at this as a way to do something about the very serious problem of drunk driving in the United States, you could not pick a worse place to start. Heavy truck drivers are less alcohol-involved than any other group" that the National Highway Traffic Safety Administration keeps statistics on. He backed this up with the latest data from NHTSA on alcohol involvement in fatal accidents.

The Teamster Safety and Health Director said the Department of Transportation is too anxious to punish truck drivers. Instead, it should be looking at the big problems in truck safety and should be asking, "How can we change things to make a real dent in the number of truck crashes?"



Safety and Health Director R.V. Durham.

Durham questioned whether DOT even has the authority to disqualify a driver for a year (three years if driving hazardous materials, and for life on the second offense) if it implements the .04 percent blood alcohol standard the way it is proposing. "We don't think this is fair. We don't think it complies with the Congressional mandate. We don't think it makes good regulatory sense. And we think DOT is creating problems for state law enforcement by ducking its own responsibility."

On the proposal to put drivers out-of-service for 24 hours if there is *any* measurable alcohol in a driver, Durham pointed out that a driver could refrain from drinking for four hours before going on duty—as DOT regulations now require—and still have a measurable blood alcohol concentration. He noted that the low levels that can be detected with a breath analyzer are far below any level where anyone could notice any effect on a person's behavior. They are also far below any alcohol level that has been linked to accident risk, or to changes in performance in scientific studies.

Summarizing, Durham said that what the Administration has proposed will be punitive against truck drivers without being effective in promoting safety.

Teamsters Are Ahead of DOT On Many Safety Issues

In his testimony before the public forum on DOT's proposed new alcohol regulations, Teamster Safety and Health Director R. V. Durham pointed to several important safety issues on which the Teamsters are "way out in front of DOT":

- In our new National Master Freight Agreement, we negotiated the right of the drivers of doubles or triples to put the heaviest trailer forward to improve their control of the vehicle. This is something on which DOT has been silent.

The National Master Freight Agreement also covers:

- No recapped tires on the steering axle
- Requirements for locating fuel tanks to avoid damage
- Design specifications for cabs and sleeper berths, air conditioning, air ride seats, and shock absorbers—all to help reduce driver fatigue
- Mark-off procedures to permit drivers to take time off away from the job [DOT only requires drivers to mark off 8 hours if they have not exhausted their weekly limit]

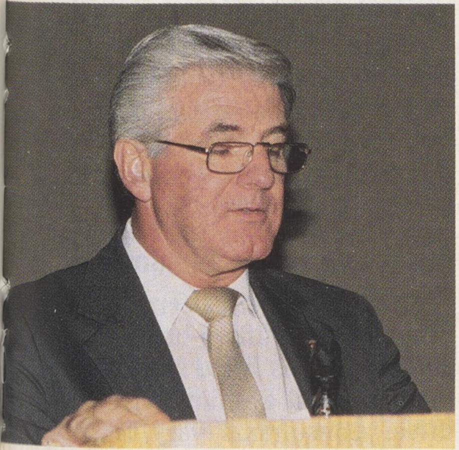
DOT's safety regulations are either silent, or less effective, than the Teamster-negotiated provisions, on each of these points.

Signal Delivery Goes National

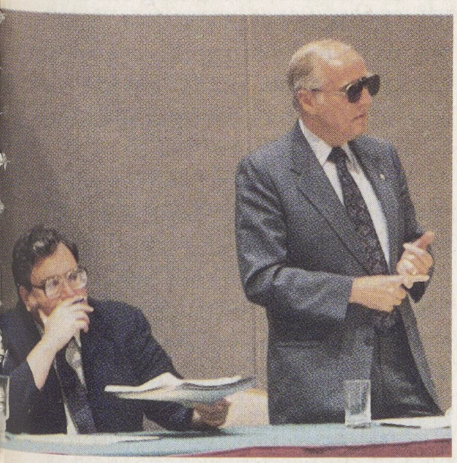
Both sides have taken their seats at the table and the negotiating for the first National Master Signal Delivery Service Agreement has begun.

Signal Delivery Service is a contract carrier consisting of close to 3,000 Teamster members in 39 local unions. The bulk of their work is with Sears and Whirlpool.

Until now, employees of Signal Delivery have been covered by a number of separate agreements. While many have been working under the National Master Freight Agreement, just as many have been covered by independent agreements negotiated on a regional or local level. The result has been varying wage scales, benefit packages, and working conditions.



Subcommittee Chair Sam Stintsman.



IBT Chief Economist Norm Weintraub (left) and International Trustee and Director of Safety & Health R.V. Durham.

This situation was confirmed by a study done by the International's Research Department which recently collected and analyzed all of the Signal Delivery contracts. A comparison of contracts showed that there are temendous differences in many areas of working conditions and compensation. In many cases, members with quite different contracts could find themselves working side-by-side.

In order to rectify this situation, the Teamsters National Freight Industry Negotiating Committee set up a subcommittee to bring all the agreements together and negotiate one master agreement to cover all employees. This subcommittee is being chaired by Teamster International Representative Sam E. Stintsman.

In April, a letter was sent to all local unions with Signal Delivery members, soliciting proposals for the new agreement. These proposals were organized into a collected set and, in late May, the proposals were screened by the National Master Signal Delivery Service Negotiating Committee in Baltimore, Maryland. Each proposal was read and discussed by the committee members.

All of the individual proposals that were accepted by the committee were compiled, and together have created the Union proposal that is now being presented at the bargaining table.

Before the Union proposal could be presented to the employer, however, one last step needed to be taken. On June 2nd in Baltimore, Maryland, the Union proposal was presented at a meeting of local union representatives who have Signal Delivery members. The proposal was reviewed and numerous questions were asked by those in attendance. After a lengthy discussion, the local union representatives unanimously approved the proposal.

On June 20th, the Teamsters National Master Signal Delivery Service Negotiating Committee met with the negotiating committee from Signal Delivery Service and exchanged contract proposals.

Negotiations are now in progress and the new National Master Signal Delivery Service Agreement should be a reality this summer.

Chuck Piscitello, Eastern Conference of Teamsters; Tom Ryan, Local 107, Philadelphia, PA; and Chuck Bentley, Local 294, Albany, NY, review the agreement.

Teamsters Fight the Union Busters

When an employer wanted to break a union in the first part of this century, it did so simply by hiring a goon squad to come in and beat up the union members. Times have changed. Laws now protect union members from outright violence. But the union busters remain.

Their baseball bats replaced by briefcases, their brass knuckles replaced by business suits, union busters have taken on a new look and a new sophistication. No longer dominating workers through physical force, they are now seeking to control workers' minds.

The union busters are using a combination of new management theory, pop psychology, and Madison Avenue marketing techniques that are designed to control workers. More than just techniques, however, the consulting firms are manipulating the legal process and conducting ideological warfare against the Teamsters Union and the entire labor movement.

Union busting is a booming business, with annual revenues approaching one billion dollars. Estimates place the number of anti-union consulting firms at around 1,500 and their army at more than 10,000 lawyers, labor relations advisors, industrial psychologists, and public relations consultants. They charge fees that range as high as $1,000 per day.

The most disturbing aspect of the recent growth in union-busting activity is that the consulting firms operate at the fringes of the law. And, too often, they encourage management to break labor laws.

UNION
BUSTER

Labor Laws Under Attack

Basically, the National Labor Relations Act (Wagner Act) says that workers are supposed to have a *free choice* in deciding whether or not they want to use their right to organize. Anything that an employer does to *interfere* with this free choice is against the law.

However, the American system of labor relations, which evolved over decades of collective bargaining and union activity, is under attack. The spirit and the intent of the Wagner Act, as well as other labor laws, are routinely being violated by employers who are guided by union-busting consultants.

While unions could rely on the National Labor Relations Board (NLRB) to defend and enforce the law in the past, the protections of the labor laws have eroded during the Reagan years. The NLRB has issued numerous citations that either overturn long-standing precedents that protect workers or apply existing precedent in such a restrictive fashion so as to deprive workers of their rights.

As a result, unions have shied away from seeking NLRB assistance. But, even when the Board's processes are successfully invoked by unions, delays in the system are routinely exploited by employers so as to effectively deny workers their rights—even if the ultimate resolution is in favor of the union.

While attacks by management consultants against unions occur on several different levels—including legislation, public opinion, and at the bargaining table—the area of union organizing campaigns offers compelling examples of the real damage done to workers' rights by the union busters.

Operating in the Shadows

There is no set pattern to what occurs when a union-busting consulting firm is hired by management to fight a union organizing drive. Consultants vary in size, expertise and approaches. However, there are disturbing similarities in their behavior. For example, most do not deal directly with workers. Many times employees will not even be aware of the union busters' presence.

Consulting firms use front line supervisors to carry out their anti-union schemes. Using supervisors is effective because they are in the best position to influence or intimidate workers during an organizing drive through their day-to-day contact in the workplace. The union busters also protect themselves from liability for violating labor laws by avoiding direct contact with the workers.

The anti-union fight against an organizing campaign often runs like this: First, consultants train the supervisors on the laws governing union elections, and how not to "break" them. Then the supervisors are instructed to distribute anti-union literature and to talk to workers about the election.

At this point the supervisor is trying to persuade the workers to vote against the union, but is also seeking to gather information on the employees. Consultants build intelligence files during an organizing effort by recording the details of the supervisors' conversations with the workers. The union busters can then employ strategies designed to influence individual workers by telling supervisors who to talk to and what to say.

Creating Fear

If the consultant feels that the union's chances of winning the election are good, he or she will then advise management to turn up the heat. The consultants will supply carefully prepared speeches, literature, and videos to spread negative messages about unions.

When their backs are against the wall, consultants will often orchestrate a sophisticated plan whereby management attempts to create a sense of psychological fear among its employees. This is done by punishing some union supporters in an effort to scare other potential supporters away from the union.

The standard way to stall an organizing drive is to fire one or more of the union supporters. This serves notice to the workers that they are placing their jobs in jeopardy by exercising their legal right to organize a union.

How are the union-busting consultants and managers getting away with these illegal acts? The answer is quite simple: the way that labor laws are being enforced today, they serve more to advance the interests of corporations than to protect the rights of workers.

Bottom-Line Ethics

The legal remedies available under the Wagner Act are weak. They are designed to reimburse the victim, not to penalize the violator. Since the NLRB cannot fire or jail employers, many managers are deciding that it makes economic sense to violate labor laws.

Even in the most blatant cases, where it is clear that management fired an employee solely because of his or her union activity, the worst penalties for employers are less than what it would cost them to pay for the wages and benefits that are common in union contracts. A worker who is fired wrongly and reinstated by the NLRB is awarded only the earnings that he or she lost while away from that job. Any wages that the worker earned at other jobs between the time of discharge and reinstatement are subtracted from what the violating employer must pay.

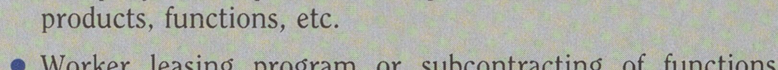
What makes this situation so devastating to the union and its supporters is that management and the union busters know that they can manipulate the law. If they are found guilty of a labor infraction, that ruling typically will not be passed down until long after the representation election is completed. Meanwhile, the damage of an illegal firing on an organizing campaign has already been done.

Consultants also advise employers to manipulate labor laws in other ways. Since a union organizing drive is an emotional experience for most workers who are making the courageous effort to stand up to their employer, management will seek to delay the election process in an effort to wear down the union supporters. This often entails filing frivolous legal challenges during the election process. Not concerned about whether they win or lose the challenges, management is merely trying to stall the momentum of the organizing campaign.

Even if the union wins a representation election, employers often will continue with their delay tactics. Nothing compels manage-

Possible Signs of Union Busting

- Company starts up non-union operation that handles similar products, functions, etc.
- Worker leasing program or subcontracting of functions previously handled in-house.
- Mergers/Takeovers/Acquisitions signify change in labor-management relationship (expect delayed reaction to change).
- Plant closing/relocation rumors
- Divide-and-conquer tactics applied in the workplace, and side deals attempted by management
- Sudden one-on-one meetings with select employees without participation or sanction of the union. Union activists seemingly left out of these meetings.
- Large-scale turnover of management (could signify shift in labor-management relations) and the hiring of new supervisors from outside sources.
- New ownership (with poor labor relations record).
- Use of questionnaires, attitude surveys, honesty tests, etc., without notification or approval of union.



ment to reach a collective bargaining agreement with a union. By failing to bargain in good faith and refusing to sign a contract, management hopes that newly-organized workers will become disgruntled with the process they must go through in order to exercise their legal right to join a union and negotiate a contract.

All too often, what happens is that the employer wins the war even though the union won all the important battles.

Prevention: The Only Cure

While a look at the union busters' approach to organizing campaigns offers some important insights into the nature of the anti-union movement, union busting activity has many faces.

Responding to union busting is crucial, whether it is practiced in negotiations, organizing, politics or media. To do this, many resources are available to local affiliates. But, the best method of all is prevention. Too often unions spend great amounts of time "putting out fires," so to speak. A better way is to create an environment where union busting cannot exist or take hold.

To inform, educate and mobilize the membership in the direction we all must go to turn the tide against anti-union sentiment, action and national policy, the IBT offers innovative, hands-on educational programs through the efforts of Arthur F. Kane, director of the Education Department and Mary Lazarsky, a staff member who administers the counter-union busting project. To date, many locals, joint councils and trade divisions have taken advantage of this unique program.

"In our opinion, fighting union busting is similar to fending off a disease. In many cases, we have the cure; in others, we lose the patient. But, practically speaking, it's far better to avoid a disease than to spend the time, energy and resources it takes to overcome it," Lazarsky explains. "We hope our programs not only assist in fighting union busting, but eventually lead to a cure."

"We are at a crossroads in the labor movement. We either continue the way we're going and, as a result, suffer the consequences at the hands of union-busting consultants or we take a new approach. Teamsters have decided on that new approach: education. I'm proud to say that our union is the first to undertake a new means of addressing the problem of union busting," Lazarsky adds.

Busting the Union Busters

Stopping union busters requires a variety of approaches. Other Departments at the International are also active in the fight to counteract union busting.

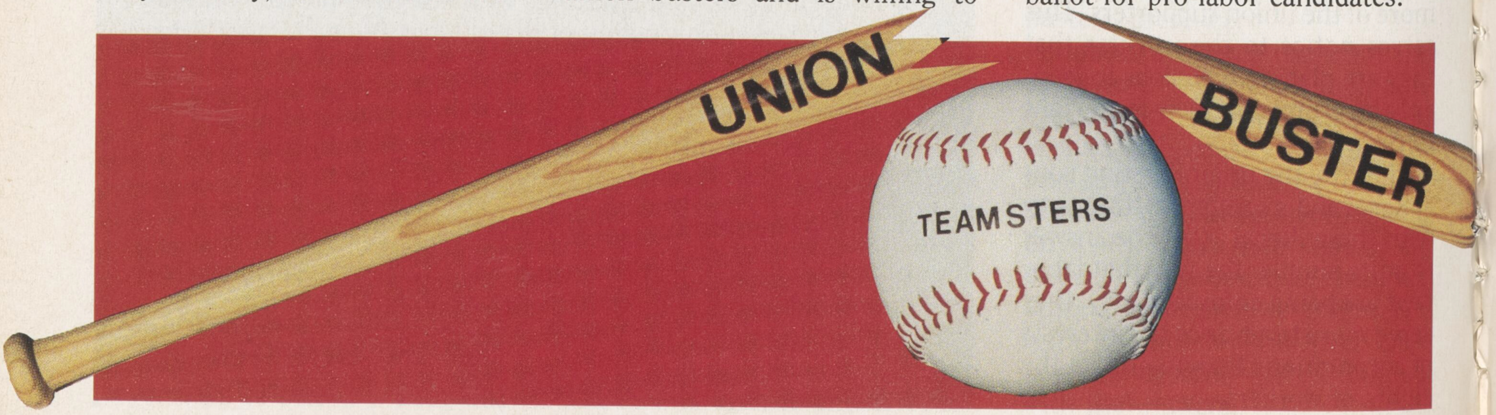
The Organizing Department offers practical, expert advice and on-site assistance in battling decertification moves and guiding organizing drives. Department Director Vicki Saporta is a veteran of many successful battles against union busters and is willing to offer her Department's assistance to local unions.

A library of information on union busters is available to local unions through the International's Information Center. Ann Thompson, director of the Department, can assist local unions by providing information on companies and on many union busters. The Legal Department helps guide local unions through the maze of judicial considerations confronting workers in their efforts to organize, join, and maintain a union.

On the instruction of General President Jackie Presser, a national committee has been formed to design programs that will help end union-busting. Headed by Charles Klare, director of the Brewery and Soft Drink Workers Conference, the committee will benefit from the participation of every American Teamster Area Conference. Area representatives serving on the committee include Mike J. Markowitz from the East, Bruno Myszkowski from the Central, Sydney Chism from the South, and Ralph Torrisi from the West.

Attacking the union busters has become a priority at other levels of the union. For example, the Brewery and Soft Drink Workers Conference has embarked on a full-scale, nationwide program to counteract union-busting.

This fight is going to require the full commitment of the Teamsters because the Union's right to exist is under attack. Join the fight, get involved in your local union, register to vote, and cast your ballot for pro-labor candidates.



Teamsters Launch USAir Organizing Drive

The Teamsters Airline Division has launched an all-out campaign to represent 4,000 USAir fleet service employees throughout the country.

"The company is fighting us tooth and nail," said Airline Division Director William F. Genoese, who is coordinating the campaign. "They have hired an outside firm of union busters to put out anti-labor propaganda."

The Teamsters already represent 1,900 fleet service employees at USAir's hubs in Pittsburgh, Philadelphia, Boston and Buffalo, and has had an open contract covering these workers since July 7, 1987. Another 1,200 workers at smaller USAir stations are unorganized.

Earlier this year, USAir acquired Pacific Southwest Airlines (PSA). PSA had 900 fleet service workers who were represented by the Teamsters, but when USAir took over PSA, it refused to recognize the Teamsters as their union representative.

"The National Mediation Board will conduct a union representation election for all the workers—those who are already in the union and those who are unorganized," Genoese said.

The board has not yet set dates for the election, which will be conducted by mail ballot.

Key rallies have been held by the Teamsters in the four cities where the organizing campaign is underway, and the workers in those cities unanimously passed resolutions endorsing the Teamsters' campaign. General Secretary-Treasurer Weldon L. Mathis has pledged the Union's full support to the campaign.

Genoese said the company's purpose is to wipe out the gains that the Teamsters have won over the years. The Teamsters expect the full support of the other unions on the USAir property—representing the pilots, flight attendants and mechanics. "USAir," he said, "would like to contract out the fleet service work or set up a new subsidiary to do it. Either way, the workers' wages and benefits would be cut. USAir is following the lead of Frank Lorenzo, the head of TWA, in this anti-labor strategy."

USAir tried to have unorganized passenger service and reservations workers put into the same unit as the fleet service workers—in order to beat the Teamsters.

"The fleet service group knows that it needs a union," Genoese said. "They want job security and a written contract. USAir's top executives have their own contracts, and so do the pilots, flight attendants and mechanics. The fleet service employees know that they have no chance without strong union representation.

"The unorganized workers have had no wage increases since July 1986. The Teamsters have always set the pattern for any increases given to the unorganized group. If the company gives them anything, it is because of Teamster pressure."

USAir is also acquiring Piedmont Airlines, where fleet service wages are lower than at USAir and PSA. "The Piedmont group has expressed strong interest in joining the Teamsters," Genoese said.

In contract negotiations for the workers already represented by the Teamsters, the union is seeking a large wage increase and the elimination of the "B" scale. "USAir wants to cut wages and benefits," Genoese said. "It also wants to introduce a 'C' scale, so that new hires would get lower wages than the 'A' and 'B' scale employees. We have no second-class citizens in the Teamsters."

The Union is also demanding health insurance coverage for the spouses of part-time employees.

Genoese said that USAir management had recognized unions representing former PSA pilots, flight attendants and mechanics, but it refused to recognize the Teamsters. Before USAir took over PSA, the Teamsters represented all PSA crafts except the pilots.

Genoese also said the Teamsters invited G. Donald Hansbury, USAir's vice president in charge of all ramp service work, to speak at the union's rallies, but he did not show up.

The Teamsters will be the only union on the ballot in the fleet service election, but, under the law governing airlines, the Teamsters will still have to get the votes of 50 percent plus one of the eligible voters in order to win the election.

"We're pushing for a big vote," Genoese said, "because the workers know that the bigger the vote, the stronger we will be at the bargaining table."

Meeting recently in Los Angeles, a core organizing team including International Vice President Michael J. Riley, Airline Division Director William F. Genoese and Local 2707 Secretary-Treasurer Marv Griswold discussed campaign strategy.

Teamsters Win Hard-Fought Battle to Represent Employees at Levi-Strauss in Tennessee

IBT Organizer Linda Brown (center) leaflets with Levi-Strauss Organizing Committee members.

In recent years, employees of Levi-Strauss in Elizabethton, Tennessee, tried on three different occasions with three different unions to organize their plant. None of the efforts were successful, and employees had come to believe that Levi's East Tennessee plant—ninety-eight percent of whose employees are women—would forever remain non-union.

Faced with lower rates for increased production, unfair discipline, health and safety problems, a lack of job security, and no way to effectively address these issues, Levi's employees again attempted to organize. In February, they contacted Teamsters Local 549 in Blountville, Tennessee. General Organizer Linda Brown, from the International's Organizing Department, was assigned to work with the Local to successfully organize Levi employees.

The first task was forming an effective in-plant committee and obtaining authorization cards from a majority of Levi's 240 employees. In a few short weeks, the committee grew to 42 employees and a petition for a representation election was filed at the National Labor Relations Board.

The company was quick to respond to the Teamsters' organizing effort. Several union supporters were discharged, and threats to close the facility were made. They conducted anti-union meetings throughout the campaign and attempted to harass and isolate union supporters.

Despite the company's campaign of fear and intimidation, Levi employees could not be deterred from their desire for Teamster representation. Committee members leafleted on a regular basis, wore Teamster T-shirts and buttons to work, and continued to talk to their fellow employees about the benefits of union representation. A van, serving as the Teamsters' mobile headquarters, was parked across the street from the plant the last two weeks before the election and served as a rallying point in the campaign.

Support for the organizing effort grew in the area as other union members stopped by to see how they could assist. Many Local 549 members attended meetings to talk to Levi employees about the benefits of being a Teamster. Staff from other local unions even flew to Tennessee to meet with employees.

Linda Ray from Local 528, Atlanta, Georgia, and Jerry Vincent

New UPS 401(K) Plan Takes Effect

As provided in the current National Master United Parcel Service Agreement, the new 401(K) Tax Deferred Savings Plan is now in place and operative.

The plan, which was added during the last contract negotiations, allows employees to contribute on a tax-deferred basis a portion of their paycheck. Better than an IRA, the contribution is made on a before-tax-basis, making it not included in the employee's current taxable income.

Employees at UPS on August 1, 1987, are automatically eligible to participate in the plan. Those employed after that date must complete one year of service before being eligible to participate.

The 401(K) Plan allows employees to contribute anywhere from 1% to 15% of their weekly pay. The rules and supplemental information covering the plan have been distributed to all UPS employees. Additional information on the plan can be obtained through an 800 telephone number or the local business agent.

The plan is separate from and has no impact on either the UPS Thrift Plan or the employee's pension plan.

from Local 783, Louisville, Kentucky, were very helpful in explaining how their locals had successfully negotiated contracts to deal with the problems in this industry. International Safety and Health Representative Vernon McDougall also assisted by sharing his expertise on Carpal Tunnel Syndrome, a serious problem many employees were experiencing.

The many hours of hard work and campaigning paid off when Levi employees voted for Teamster representation by a vote of 112 to 105. Local 549 President Robert J. Law, who is busy preparing for contract negotiations, thanked the Organizing Department for its assistance in conducting the campaign. "It's a really big win for our area," Law stated, "and it will certainly lead to other organizing opportunities."

Roadway Package System Workers Vote IBT

Despite a year's delay in getting a National Labor Relations Board (NLRB) election scheduled, Roadway Package System (RPS) employees in Louisville, Kentucky, recently voted to be represented by Local 89 in Louisville.

The original petition for an election was filed with the NLRB on April 16, 1987. After conducting a hearing, the Regional Director for Region 9 dismissed the petition based on his finding that the RPS pickup and delivery drivers in Louisville were independent contractors, and therefore not employees within the meaning of the National Labor Relations Act. Local 89 appealed this decision to the NLRB in Washington, D.C., which reversed the Regional Director's decision and scheduled an election.

RPS ran a strong anti-union campaign, involving retaliation against union supporters, as they have at other locations throughout the country. RPS initially changed the route of one key Teamster supporter to a less desirable one, and later discharged this employee. The local union filed the appropriate unfair labor practice charges with the NLRB. As has been the case in other locations where RPS has attempted to violate federal law, the NLRB, after conducting an investigation, issued a complaint charging RPS with unfair labor practices. A formal hearing on these charges has been scheduled.

RPS's campaign of fear and intimidation did not dissuade employees from their desire for Teamster representation. RPS employees continued to remain concerned about the company unilaterally changing their routes, reducing their take-home pay, and using favoritism as the basis for making decisions. Their inability to effectively deal with RPS management's take-it-or-leave-it attitude resulted in a Teamster victory.

Support for these RPS employees came from many directions. Local 89 members actively participated in the campaign by meeting with RPS drivers. RPS drivers from Local 299 in Detroit also played an instrumental role in this victory by making phone calls to the Louisville drivers and encouraging them to vote Teamster.

Organizing Department Director Vicki Saporta commended the RPS employees for sticking together and remaining strong in their desire for Teamster representation despite the company's best efforts to intimidate them.

"Now that we've won the election, the real battle to obtain a contract begins," says Local 89 President M. M. Winstead. "We are determined to prevail."

RPS DRIVERS VOTE TEAMSTER
R.P.S. DRIVERS VOTE YES TEAMSTERS 89

Local 89, Louisiville, Kentucky, members, staff, and discharged RPS employee rally to show support on election day.

Brewery and Soft Drink Workers Conference Policy Committee Maps Out Future Plans

On May 12, 13 and 14, the Teamsters Brewery and Soft Drink Workers Conference convened its annual Policy Committee meeting in Palm Springs, California. In their debates the committee members reviewed past activities of the Conference and mapped out the directions the Conference will take in the future.

During the intense deliberations on virtually all of the nuts-and-bolts issues of representation, negotiations and day-to-day operations, the committee members' attention centered on three important problem areas which required in-depth examination. Upon the analysis of the problem areas, the members of the Policy Committee decided upon a plan of action for the Conference and for all affiliates of the Brewery and Soft Drink Workers Trade Conference.

Pictured right to left are: Harry Marshal, Joint Council 3; Tony Locke, Western Conference; Vice President Bobby Holmes; Bill Young, BSDWC; Brewery Conference Director Charlie Klare; and Phil Sipser, General Counsel, Brewery Conference.

Left to right are: Tom Crawford, Local 367; Bruno Myszkowski, CCT; Dan Bryant, Local 792; Sidney Chisholm, SCT Brewery Director; Roy Chamberlin, President, Local 744; and Vince Murphy, Brewery Conference organizer.

Organizing

At the meeting, there was a full report on the intensive campaign by the Conference to organize employees at the Coors Brewery Company in Golden, Colorado. Conference Director Charles Klare stated, "Together with the help of the International Union; Joint Council 3 in Denver, Colorado; the Western Conference of Teamsters; and many of the locals represented at this meeting, the campaign has reached a point where the Conference is prepared to file for an election."

Klare also said that, "Tremendous attention is being paid throughout the labor movement to this campaign, because Coors has been notoriously anti-union and has been for the past decade the only major brewery in the United States whose beer is not produced under a union contract."

In the June issue of *The International Teamster* it was inadvertently reported that Colorado is a right-to-work state when in fact it is not. However, the state does have a unique labor law called the Colorado Labor Peace Act which was passed in 1943. This law requires that, in order for a union to ask the employer for a union security clause, an election must be conducted by the Colorado Industrial Commission in which 51 percent of the bargaining unit must participate. It is necessary to win 75 percent of those voting. This law applies to employers with eight or more employees, and is in addition to an NLRB election.

Klare thanked many of the locals affiliated with the Conference which have provided staff members over the past months to assist in the organizing campaign.

Receiving a lot of attention at the Policy Committee meeting were the countermeasures the Brewery and Soft Drink Workers Conference has initiated to beat the efforts of professional union-busters in the brewery and soft drink distribution industry. It was reported that over the past 18 months, professional union-busting firms had succeeded in bringing about the decertification of more than 20 shops previously under Teamster contracts. At the time of the Policy Committee's meeting, these firms were directly involved in negotiations in as many as 10 cities in the Eastern Conference of Teamsters, alone.

These firms, especially the most notorious one—the West Coast Industrial Relations Associations, provide services to small employers seeking to decertify unions, gut union contract negotiations, and, in some cases, to prevent successful organizing of their employees. For the most part, they are attorneys; however, a number of these union-busting operators are former union officials seeking to make a fast buck by showing employers how to beat the union.

At the meeting, reports detailing the union-busters' activities came from Mike Markowitz, representative from the Eastern Conference of Teamsters, and Bruno Myszkowski, Beverage Trade Division director for the Central Conference of Teamsters. Several other Committee members also had input on the problem and discussed how the anti-union firms could best be challenged, regionally and nationally.

Soft Drink Action Conference

Participants at the Palm Springs meeting discussed a proposal to duplicate the very successful soft drink workshop conference held in 1987, but the delegates decided that, "the soft drink locals have had enough talk about what must be done . . . . it's time to implement the farsighted plans proposed at the last workshop conference." In that regard, it was unanimously agreed to hold a "Soft Drink Action Conference" to put into motion a number of plans and programs proposed at the 1987 workshop discussions. This conference is now planned for September 27 and 28, 1988, in Chicago, Illinois.

Carhaul Talks Show Progress

On May 26, the Teamsters National Automobile Transporters Industry Negotiating Committee and the National Automobile Transporters Labor Division announced that they had reached an agreement to extend the National Master Carhaul Agreement and its Area Supplemental Agreements for a period of time not to exceed 30 days. The contract was set to expire on May 31, 1988.

The agreement was announced jointly by International Vice President Walter J. Shea, Union co-chairman, Teamsters National Automobile Transporters Industry Negotiating Committee and R. Ian Hunter, executive director, National Automobile Transporters—Labor Division.

"This agreement was reached because negotiations have shown considerable progress and the employers have agreed that all economic changes agreed to in the new contract will be retroactive to June 1, 1988," Vice President Shea said.

Contract negotiations started on February 1 and have continued almost without interruption since negotiators returned to the bargaining table on April 25. An estimated 19,000 drivers and support personnel are covered under the contract.

Freight Agreement Completed with MCLAC

Negotiators for the International Brotherhood of Teamsters announced on June 10, 1988, that they have reached a tentative agreement with representatives of the Motor Carrier Labor Advisory Council (MCLAC), one of three major employer associations signatory to the National Master Freight Agreement.

The monetary terms of the new three-year agreement are the same as those contained in the agreements reached with Trucking Management, Inc. and Regional Carriers Inc., and ratified by Teamster members in the recent National Master Freight Agreement referendum.

Accordingly, monetary improvements will be retroactive to April 1, 1988. The non-monetary provisions of the MCLAC National Master Freight Agreement and applicable supplements will become effective immediately.

Negotiations for a new contract covering members working under the provisions of the Iron and Steel Supplement to the MCLAC Agreement are continuing, and negotiators are optimistic of reaching an agreement in the near future.

The Forgotten American Workers

It is happening to Teamster members in large cities, such as Chicago, Philadelphia, Cleveland, Miami, Boston, Las Vegas, Portland, Shreveport and Chattanooga. It is happening to Teamsters in smaller towns like Longview, Texas; Passaic, New Jersey; Niles, Illinois; Elkhart, Indiana; Jackson, Tennessee; and Tualatin, Oregon.

Employers are closing up their shops, often breaking their union contract, and moving to the lowest wage areas that they can find. In many cases, employers are selling out American workers altogether and moving their production facilities overseas, to places where poverty wages are the norm.

General President Jackie Presser sent a letter to all affiliates last year that outlined the nature of the problem and asked for their input.

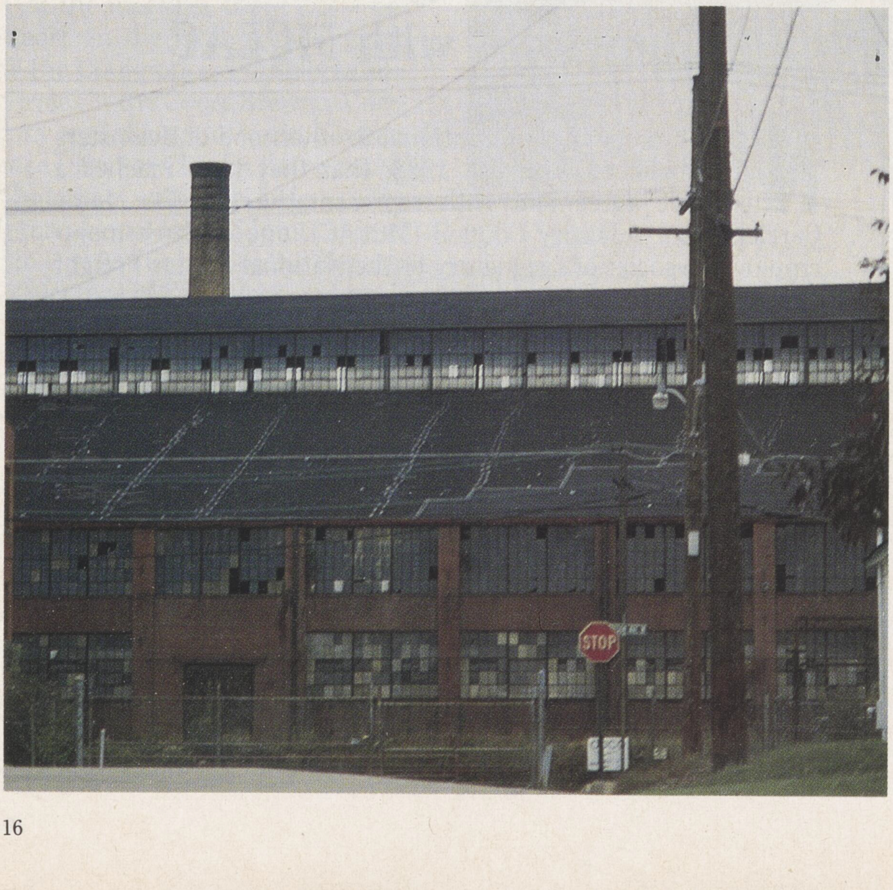
"A very disturbing practice is weakening the health of our economy and threatening the job security of union members," Jackie wrote. "Companies have been shutting down facilities where Teamsters are employed and reopening nonunion. At the same time, Teamsters are losing their jobs when businesses shift production overseas.

"Consumers and policymakers must be made aware of the dimensions of this very serious problem."

The monthly unemployment rate may be down, but, as every trade unionist knows, employers are aggressive in their efforts to cut costs by slashing wages. So, while the media reports the good news about lower unemployment rates, they fail to dig deeper and try to understand the forces that are squeezing working people in this country.

How is it that while the economy grows on the whole, pockets of recession—and even depression—continue to plague certain areas?

Calvin H. George, executive director of the National Committee for Full Employment and the Full Employment Action Council, offered some important insights into the nation's employment situation in recent testimony before the Joint Economic Committee of the U.S. Congress.



Testifying before the JEC's Subcommittee on Investment, Jobs and Prices, George pointed out that, "In recent years, much has been made of economic competitiveness and technological change. Much has been made of the twin deficits on the budget and trade fronts. Much has been made of the need to preserve our free market system.

"And yet these issues have been used to explain away lower wages for working Americans, scale back domestic spending on investments in education, job training, job creation, and other 'safety net' programs, and justify historically high levels of joblessness and underemployment.

"Finally, free market rhetoric distorts the reality of a 'mixed economy,' and seriously undermines both the fundamental role of the public sector and the importance of public policy to achieve the nation's goals."

George points out that a serious set of problems threatens the American standard of living:

- Official unemployment rates have been rising for more than four decades—from 4.5 percent in the 1950s to 4.8 percent in the 1960s, 6.2 percent in the 1970s, and 7.7 percent thus far in the 1980s.
- "Real rates" of unemployment (including discouraged workers who feel that they cannot find a job and involuntary part-time workers who want full-time jobs) stood at 11.5 percent in 1987, far higher than in past years.
- The rate of job growth is down from an average of 2.7 million new

jobs per year between 1975–1980, to 1.3 million between 1980–1987.

- The downward pressure on wages in declining industries between now and the year 2000 will be twice as great as the benefits from shifts to higher paying jobs in growing industries, according to the Economic Policy Institute.
- Workers are increasingly being paid low wages for full-time work. And the proportion of Americans in full-time positions earning less than half the median wage for all workers, continues to grow.

12 Million Workers Displaced By Plant Closings/Layoffs

Most of the causes of the problems outlined above can be traced to profound structural shifts that are reshaping the economy. More than just the routine ups and downs of the business cycle are at work.

Data released by the Bureau of Labor Statistics reveal that, "More than 12 million workers (half of whom had held their previous jobs for over three years) were displaced because of plant closings or permanent layoffs," according to George.

That is why the modest plant closing notification provision was so important to the trade bill that President Reagan vetoed. This measure was nothing more than a modest way to help ease the painful transition that workers and communities must make when a company must lay off a significant portion of its workforce or permanently close its doors.

The problems that workers face are serious, but they are up to the challenge. Everyone has a role to play in making the economy again work to the advantage of all the men and women who produce our goods and services. These goods and services are the very heart and soul of American ingenuity.

Putting America "On the Road Again"

The National Committee for Full Employment recently published a policy paper entitled "On The Road Again: A Six Point Agenda Towards a Full Employment Society." Their recommendations should help focus public debate during the 1988 election year on jobs and human investment needs.

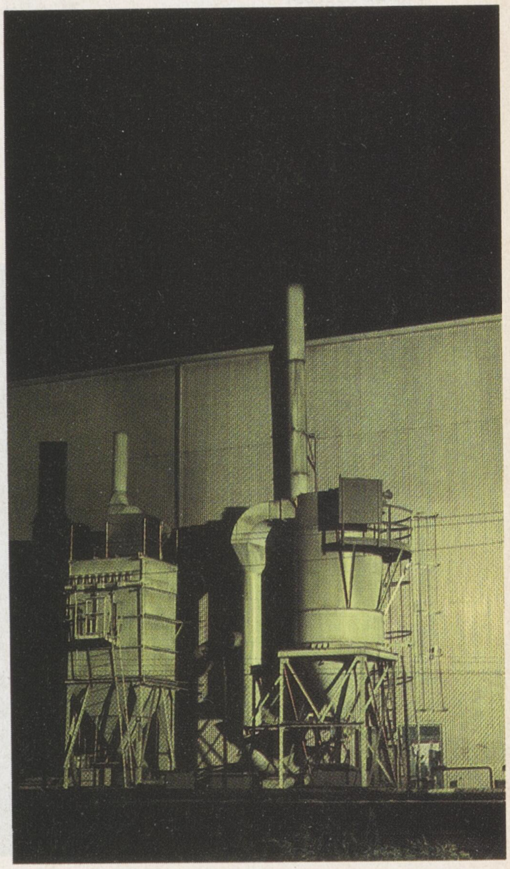
1. Preparing the Future Generation

America's economic future depends on how well we prepare future generations for the world of work. Policies and programs should be developed that reaffirm the nation's commitment to equal education opportunity and promote the acquisition of basic skills (reading, math and oral communication) that make advanced training possible.

2. Expanding Job Opportunities And Easing Economic Transition

Broad education policies and investments must be supplemented by targeted programs to assist groups that bear a disproportionate burden of unemployment, are discriminated against, or for other reasons cannot compete successfully for jobs.

With over two million jobs lost each year to plant closings, permanent layoffs, and farm foreclosures, federal action is urgently needed. Therefore, policies and programs should be developed to avert such massive dislocation wherever possible, and to reduce



the burden of transition on displaced workers.

3. Protecting Families

Federal policies and programs have long played a significant role in raising the incomes of American workers and improving the quality of their lives. In recent years, however, as federal protections have eroded, incomes have fallen and inequities have grown. The results are both hardship for families and rising numbers of children at risk of growing up in poverty, their personal development stunted. Policies must be developed to address these family issues.

4. Federal Job Creation and Transitional Relief

Government cannot continue to ignore its responsibilities on the job creation front. To do so perpetuates the "revolving door" nature of training and retraining programs in some labor markets, which simply do not have enough decent paying year-round, full time jobs, and for some population groups that lack appropriate previous work experience to demonstrate their capabilities.

National leadership is needed to fill this vacuum on the job creation front. Government and non-profit organizations could be providing needed community services and develop our physical and public infrastructure.

5. The Federal Reserve, Responsible Monetary Policy and Inflation

The existing economic policymaking system leaves monetary decisions in the hands of the Federal Reserve Board (FRB). Without adequate structural accountability, the FRB's actions are frequently in conflict with the nation's social policy and have consistently sacrificed employment to the fight against inflation.

Beset by rising inflation in the 1970s, higher unemployment has become the chief economic tool to achieve lower inflation, and in the 1980s is credited, in part, with reducing inflation. But are we better off? American workers are suffering declines in real wages because wage gains have not kept pace with even these recent low rates of inflation.

Real wages are falling while productivity improves. Generating employment and income growth commensurate with productivity growth ought to be a primary policy goal.

6. Planning for the Future and Competitiveness in Our Global Economy

Our national goal remains to maintain and enhance our standard of living—a goal which has been made infinitely more complex and difficult by the challenges of global competition. First, we must realize that achieving a greater capability to compete is not an end in itself, but a means to preserve and improve our standard of living while creating opportunities for less developed countries to expand their own. Secondly, we must be aware that achieving competitiveness involves improving our international economic arrangements. We must develop a strong, modernized system of international trade law that is capable of meeting our needs in an increasingly challenging world.

Plant Closings: Know Your Legal Rights

Plant closings have taken a devastating toll on the nation's economy and on its number one resource—its workers. Between 1981 and 1986 roughly five million Americans who had been on the job three years or more lost their jobs because of plant closings. And these lost jobs cost the economy: since the Reagan Administration took office in 1981 the federal budget deficit has grown to $1.2 trillion, and each billion dollars of deficit costs 25,000 jobs.

These losses are passed on to you, the taxpayer. Unemployed persons don't pay into the the U.S. Treasury. The total lost is $600 billion since 1981.

Important to Know Your Union's Rights

As Teamster members, it is important to know what a union's legal rights are concerning plant closings. The Supreme Court held in 1965 that an employer's decision to totally shut down a plant is legal, even if the employer's decision is motivated by anti-union hostility. However, the Court distinguished a total closing from a partial one, and said that the latter could be an unfair labor practice if done to chill unionism in the remaining open plants.

Employer Must Bargain Over Effects of Plant Closing

The labor laws require an employer to bargain with the union over wages, hours and other terms and conditions of employment. In 1981 the Court held that an employer's decision to close a part of its business solely for economic reasons is not a mandatory subject of bargaining; that is, an employer is not obligated to bargain with the union over the decision. The Court held, however, that an employer must bargain over the effects of the closing, and that the union must be given a "significant opportunity" to bargain in a meaningful way.

Early Notification Typically Required

This duty to bargain over the effects of a plant closing usually means that the employer must give early notification of a decision to close, so that the parties can engage in meaningful bargaining over such important issues as severance pay, accrued vacation pay, retiree's health & welfare benefits, and job opportunities at the new location.

The best way for workers to protect themselves from arbitrary plant closings is to organize, and demand good contract language in the collective bargaining agreement that limits management's rights to close the business.

The National Labor Relations Board (NLRB) will distinguish between decisions to close that are based on labor costs, and those that are based on change in the nature or direction of the business.

Recently, the Board reaffirmed the principle that if the decision to close the plant is based on labor costs, instead of economic reasons, the employer cannot legally close the plant until it has bargained in good faith to impasse, or to a "dead-end" with the union.

However, the Reagan-appointed Board has gone out of its way to find that employer decisions to close do not turn on labor costs, but are within managements' prerogative, so that the protection offered by the law is often imaginary.

What Unions Can Do To Protect Workers

A recent government study of plant closings found that a majority of large establishments give workers only two weeks or less notice.

The best way for workers to protect themselves from arbitrary plant closings is to organize, and demand good contract language in the collective bargaining agreement that limits management's rights to close the business.

Weak Language A Poor Option

Local Union negotiators should be aware that the Court of Appeals in Cincinnati very recently held that where a contract is silent as to bargaining over the effects of a closing, the union does not waive its right to bargain over these effects.

So, when it is not possible to obtain strong plant closing language, it may be better to use none at all, since weak language can be interpreted in the employer's favor. Silence may imply a union's right to litigate the closing.

Everyone Suffers When Plant Gates Close

Unfriendly court and Board decisions, coupled with the fact that plant closings cost the country millions of dollars each year, convinced Congress to enact a trade bill which specifically provided for 60–day notice for employees. As you know, President Reagan has vetoed that legislation and will veto any legislation that contains similar "protective" provisions for employees. Meanwhile, as employers continue to avoid union contracts and transfer work out-of-state or country, all of us suffer when plant gates close.

Hope Remains Despite Failure To Override Presidential Veto of Trade Bill

President Reagan's veto of the 1988 Omnibus Trade Reform Bill was narrowly upheld on June 8 when the U.S. Senate failed to muster the two-thirds majority necessary to override a presidential veto. The 61–37 tally in the Senate fell just a few votes short. (See Senate vote below).

Congressional supporters of plant closing notification are now pushing for immediate consideration of this issue as a separate bill. It is hoped that quick action in both the House and Senate will result in passage of this critical issue.

A week before the Senate effort, the House of Representatives had voted overwhelmingly to override the Reagan veto. Teamster legislative representatives, who had worked so diligently for so many months along with their AFL-CIO colleagues to secure the bill's passage, redoubled their efforts in the endeavor to save it.

President Reagan's decision to

The Senate Vote To Override President Reagan's Veto

Plant Closing Notification For Workers Key Issue for Senators

The Teamsters Union supported an override of the President's veto. Those who supported the Teamster position are followed by R (Right); those who opposed us are followed by W (Wrong); those absent by A.

*NOTE: Senator Byrd changed his vote from "R" to "W" to permit reconsideration

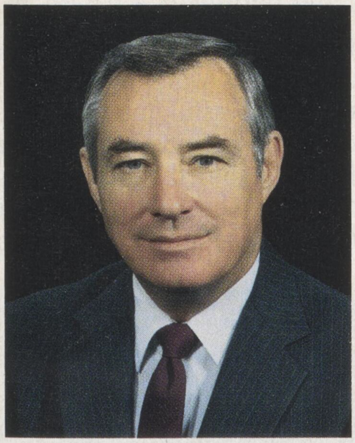
State	Senator	Vote
ALABAMA	Heflin (D)	R
	Shelby (D)	R
ALASKA	Murkowski (R)	W
	Stevens (R)	W
ARIZONA	DeConcini (D)	R
	McCain (R)	W
ARKANSAS	Bumpers (D)	R
	Pryor (D)	R
CALIFORNIA	Cranston (D)	R
	Wilson (R)	W
COLORADO	Wirth (D)	R
	Armstrong (R)	W
CONNECTICUT	Dodd (D)	R
	Weicker (R)	R
DELAWARE	Biden (D)	A
	Roth (R)	R
FLORIDA	Chiles (D)	R
	Graham (D)	R
GEORGIA	Fowler (D)	R
	Nunn (D)	R
HAWAII	Inouye (D)	R
	Matsunaga (D)	R
IDAHO	McClure (R)	W
	Symms (R)	W
ILLINOIS	Dixon (D)	R
	Simon (D)	R
INDIANA	Lugar (R)	W
	Quayle (R)	W
IOWA	Harkin (D)	R
	Grassley (R)	W
KANSAS	Dole (R)	W
	Kassebaum (R)	W
KENTUCKY	Ford (D)	R
	McConnell (R)	W
LOUISIANA	Breaux (D)	R
	Johnston (D)	R
MAINE	Mitchell (D)	R
	Cohen (R)	R
MARYLAND	Mikulski (D)	R
	Sarbanes (D)	R
MASSACHUSETTS	Kennedy (D)	R
	Kerry (D)	R
MICHIGAN	Levin (D)	R
	Riegle (D)	R
MINNESOTA	Boschwitz (R)	W
	Durenburger (R)	R
MISSISSIPPI	Stennis (D)	R
	Cochran (R)	W
MISSOURI	Bond (R)	R
	Danforth (R)	R
MONTANA	Baucus (D)	R
	Melcher (D)	R
NEBRASKA	Exon (D)	R
	Karnes (R)	W
NEVADA	Reid (D)	R
	Hecht (R)	W
NEW HAMPSHIRE	Humphrey (R)	W
	Rudman (R)	W
NEW JERSEY	Bradley (D)	R
	Lautenberg (D)	R
NEW MEXICO	Bingaman (D)	R
	Domenici (R)	W
NEW YORK	Moynihan (D)	R
	D'Amato (R)	W
NORTH CAROLINA	Sanford (D)	R
	Helms (R)	W
NORTH DAKOTA	Burdick (D)	R
	Conrad (D)	R
OHIO	Glenn (D)	R
	Metzenbaum (D)	R
OKLAHOMA	Boren (D)	R
	Nickles (R)	R
OREGON	Hatfield (R)	W
	Packwood (R)	R
PENNSYLVANIA	Heinz (R)	R
	Specter (R)	A
RHODE ISLAND	Pell (D)	R
	Chafee (R)	R
SOUTH CAROLINA	Hollings (D)	R
	Thurmond (R)	W
SOUTH DAKOTA	Daschle (D)	R
	Pressler (R)	W
TENNESSEE	Gore (D)	R
	Sasser (D)	R
TEXAS	Bentson (D)	R
	Gramm (R)	W
UTAH	Garn (R)	W
	Hatch (R)	W
VERMONT	Leahy (D)	R
	Stafford (R)	W
VIRGINIA	Trible (R)	W
	Warner (R)	W
WASHINGTON	Adams (D)	R
	Evans (R)	W
WEST VIRGINIA	Byrd (D)*	W
	Rockefeller (D)	R
WISCONSIN	Proxmire (D)	W
	Kasten (R)	W
WYOMING	Simpson (R)	W
	Wallop (R)	W

veto the bill stemmed from his opposition to the provision requiring notification to workers of impending layoffs and plant closings. White House statements made it clear that the President's objection was ideological and that his position would be undeterred by the facts and unconcerned with the popular will.

As soon as the President's veto was announced in May, General Secretary-Treasurer Weldon Mathis immediately responded, characterizing the action as "uncaring and wrong" and pledging the union's resources to the fight to override it. "This Administration has been so consistent in its anti-labor policies that this veto comes as no surprise," Mathis said. "Still, the American people might have hoped that this anti-worker sentiment would not be so rigid and uncompromising that the Administration would sacrifice urgently needed trade reform rather than see some workers receive 60–days notice that their plants and their jobs will be gone. Purely and simply, this veto is uncaring and wrong to purposely deny what is, after all, a modest and overdue protection for workers and their families."

Though the Senate failed in its attempt at an override, it's possible that the battle over plant closing may not be over. Senate Majority Leader Robert Byrd staged a parliamentary maneuver that allows this bill to come up for another vote and forestalls efforts to consider a trade bill with the plant closing provision eliminated. The prospect of reconsideration may put sufficient pressure on those Senators who favor most of the trade reform package but backed the President on the plant closing issue. The hope is that given enough time and public outcry, these Senators' support for trade reform will prove stronger than their opposition to plant closing notification.

Vice President Riley Appointed to Transportation Committee



Michael J. Riley

International Vice President Michael J. Riley was recently appointed by General Secretary-Treasurer Weldon L. Mathis to chair the AFL-CIO Industry Committee on Transportation, which was established as a result of recent discussions with the Mexican Confederation of Workers.

Riley served in the U.S. Army during the Korean conflict years. During his two years in the service (1953–56), he attained the rank of sergeant. Upon his return from Korea, Riley transferred his union membership to San Francisco Teamsters Local 256, where he drove a truck and became increasingly active in union affairs.

Riley was named International Vice President and a member of the General Executive Board in October, 1985, culminating a career of more than 37 years with the Teamsters Union.

In 1974 Riley became Secretary-Treasurer of Teamsters Local 986, a position he holds today. In 1978 he was elected President of Teamsters Joint Council 42, encompassing southern California and southern Nevada. Riley was appointed an International Union Representative in 1981 and is also a Policy Committee member of both the National Warehouse Division of the International Brotherhood of Teamsters and the Western Conference of Teamsters.

A number of nationally recognized experts were appointed to serve on various industries sector committees by AFL-CIO President Lane Kirkland. These include: Automotive/Transportation Equipment—Owen Bieber, vice president, AFL-CIO, and president, United Automobile Workers; Electrical/Electronic Equipment—William Bywater, vice president, AFL-CIO, and president, International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers; and Textile/Apparel—Jay Mazur, vice president, AFL-CIO, and president, International Ladies' Garment Workers' Union.

General Secretary-Treasurer Mathis Addresses Industrial Relations Research Group

On May 25, the Washington, D.C., Chapter of the Industrial Relations Research Association (IRRA), the largest professional association of labor research specialists, held its annual dinner with IBT General Secretary-Treasurer Weldon L. Mathis as the guest speaker.

IBT Chief Economist Norman Weintraub, 1987–88 Washington, D.C., IRRA chapter president, introduced the current members of the local board as well as several former national and local leaders of the IRRA. Others in attendance included former members of the National Labor Relations Board (NLRB) and high-ranking government officials.

The D.C. board members included IRRA President-elect Jim Power of the Federal Mediation and Conciliation Service; Secretary Lisa Williamson, economist, Communication Workers of America; and Nick Fidandis, Chairman of the Joint Labor/Management Committee of the Retail Food Industry.

In his speech, Mathis addressed the issues of the government's threatened RICO suit against the IBT, and the IBT's recent reaffiliation with the AFL-CIO. He expressed appreciation for the cooperation and support the Teamsters have received, especially from the AFL-CIO, to continue the fight against placing the IBT under a government-appointed trusteeship.

In response to a question regarding his feelings toward the IBT's reaffiliation with the AFL-CIO, Mathis replied, "I served this Union before we were kicked out and I'm very, very happy to be back in the AFL-CIO . . . I think we stayed out too long."

Mathis also discussed a recent *Washington Post* editorial criticizing the acceptance of the new freight contract, calling it "the worst editorial I've ever seen." The *Post* apparently ignored the Teamster press release explaining the IBT Constitution which requires acceptance of a contract unless it is rejected by a two-thirds vote. The editorial also failed to report that 84,000 freight members did not vote on the contract.

What Is the IRRA?

The Industrial Relations Research Association was founded in 1947 as a non-profit membership association to enable people in the field to become better acquainted and to exchange ideas and research on all aspects of labor relations.

Membership is open to anyone interested and active in the field of industrial relations. The 4,500 members include men and women from management, unions, government and academic institutions, including attorneys, arbitrators, economists, mediators, and personnel managers.

Not only is it the first local chapter to be founded, but with more than 300 members, the Washington, D.C., Chapter is one of the largest. Local chapters exist in most major U.S. cities.

The D.C. Chapter agenda has centered on the changing climate of industrial relations and collective bargaining. Topics highlighted during the year have included the various traditional and contemporary thought on bargaining, the current negotiations strategies and tactics of management and labor, as well as local and federal government policies.

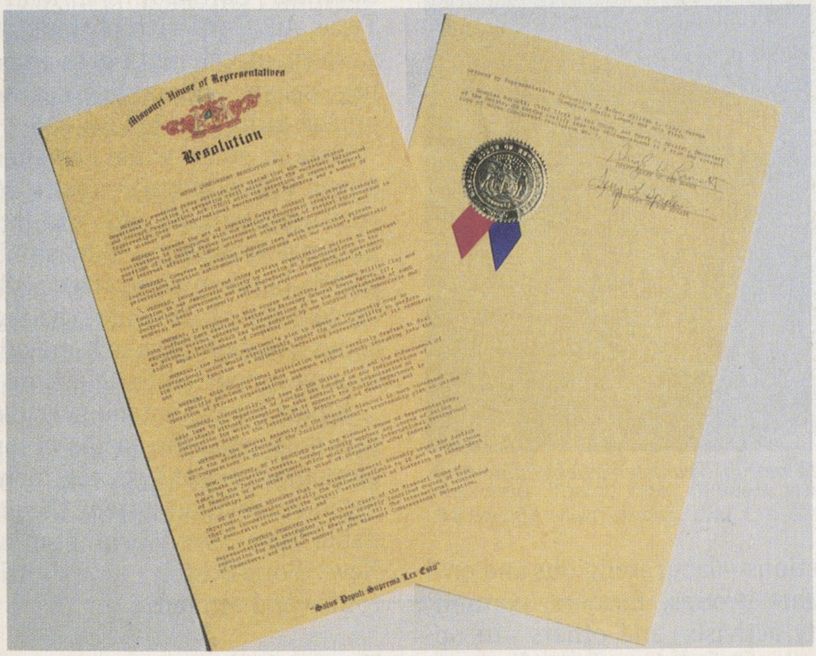
Speakers at this year's meetings included William Wynn, president of United Food and Commercial Workers, and Massachusetts Institute of Technology Professor Phyllis Wallace, who is the IRRA national president.

As his first official act as 1988–89 Washington, D.C., Chapter President Jim Power presented a plaque to Weintraub in appreciation for his work in making the year a successful one. Powers then urged the members to encourage others to join the IRRA and plan to attend the monthly meetings which will resume in September.

THE TOUCHDOWN CLUB
WASHINGTON, D.C.
INDUSTRIAL RELATIONS RESEARCH ASSOCIATION
IRRA
WASHINGTON, DC CHAPTER
1948

Pictured left to right are IRRA President-elect Jim Power, General Secretary-Treasurer Mathis and IBT Chief Economist Norman Weintraub, D.C. Chapter IRRA President.

Missouri House Passes Resolution Against Proposed RICO Suit



Missouri House of Representatives

Resolution

"Salus Populi Suprema Lex Esto"

The Missouri House of Representatives recently passed a resolution officially opposing the U.S. Justice Department's proposed RICO suit against the International Brotherhood of Teamsters.

As the primary reason for opposing such a government action, the resolution states "the act of imposing federal control over private institutions is incongruous with our nation's democratic ideals. The historic position of the United States Government has been one of minimal intervention in the internal affairs of labor unions and other private organizations."

The resolution goes on to state that if the government imposed a trusteeship over an international union, it would "significantly impair the union's ability to perform its statutory function as a collective bargaining representative of its members."

The resolution also supports a recent letter by Missouri Congressmen William Clay (D) and John Jeffords (R) to Attorney General Edwin Meese III, expressing their serious concerns and reservations about the proposed civil suit. This letter was also signed by 230 members of Congress.

In conclusion, Missouri House Concurrent Resolution Number Seven, "strongly opposes any course of action taken by the Justice Department which would place the International Brotherhood of Teamsters or any other private union or corporation under federal trusteeship; and the Missouri General assembly urges the Justice Department to consider carefully the options available to it and to reject those that are inconsistent with the overall national goal of fostering an independent and democratic union movement."

Teamster Leadership Academy

The most recent class of the Teamster Leadership Academy convened the week of May 16–20 at the International's headquarters in Washington, D.C. Thirty-two local union representatives attended the program, designed by the IBT Education Department. Two more Leadership Academy's will be held this year—Sept. 19–23 and Oct. 24–28. For more information contact the IBT Education Dept.

Atlanta Teamsters Join in "Jobs With Justice" March

TEAMSTERS
IWA
With Justice

Hundreds of local Teamsters joined in the Atlanta march. Teamster trucks came from Ohio and Connecticut.

Atlanta Teamsters turned out in full force to participate in a dramatic "Jobs with Justice" march down the city's Peachtree Street, April 30.

The rally, which drew an estimated 8,000 marchers for the two-mile hike, was designed to draw public and media attention to the rights of all workers to attain fair treatment, decent pay, and dignity on the job.

Several hundred Teamster members and their families participated in the demonstration. A spirited contingent from Locals 528 and 728 in Atlanta were joined by Teamster representatives from Ohio and Connecticut, who came in their highly visible Teamster trucks. In fact, the Ohio Conference's "Blue Goose" served as the command post for performers and guest speakers at the rally.

"We were pleased by the enthusiastic support of our members," said Lamar Mathis, secretary-treasurer of Local 728. "It was an exciting and worthwhile day. We were happy to be on hand to help demonstrate the IBT's strong commitment to the 'Jobs with Justice' campaign."

The "Jobs with Justice" movement is a coalition that unites all factions—labor, religious and civil rights groups, farmers, community activists, and others—in opposing Administration efforts to weaken worker rights and human rights in the U.S. Over the last few months, thousands have joined in rallies, marches, demonstrations and similar such events to bring attention to the fight for pay equity and full employment.

Since the movement was founded a little over a year ago, "Jobs with Justice" has sponsored rallies throughout the country, including a demonstration by 11,000 workers in Miami in support of beleagured Eastern Airlines workers, a rally to support strikers at International Paper Co., and a gathering of 3,000 workers in support of striking UAW members at Colt Firearms.

Thousands more have signed "Jobs with Justice" pledges, promising to demonstrate for workers' rights. The "Jobs with Justice" coalition has also helped to bring labor's message to various Congressional hearings.

A Protest Against Lorenzo's Tactics

A key focus of the Atlanta rally was to protest the anti-union tactics of Eastern Airlines Chief Frank Lorenzo. Lorenzo, chairman of Texas Air Corp., which took over Eastern, is attempting to impose pay, safety, and service cutbacks on the airline's employees.

Case in point: while demanding a new round of wage cuts in contract negotiations with the International Association of Machinists (IAM), Lorenzo contracted with a cargo airline to provide scab flight crews in case IAM struck and other unions supported the Machinists.

When Texas Air took over Eastern, it stripped the airline of some of its most valuable assets, including its reservation system, the profitable New York-Washington and New York-Boston air shuttles, routes and aircraft.

Eastern's Attempt To Force a Strike

Before Lorenzo took over, Eastern employees invested more than a billion dollars to keep the company solvent. Lorenzo's demand for massive wage cuts and increasing on-the-job pressures are a clear-cut attempt to force a strike, the AFL-CIO charges.

Texas Air's contract for strikebreakers, the Federation's Executive Council believes, "leaves no doubt that it intends to repeat the all-out union-busting effort that it

I'll Be There
JOBS with JUSTICE

Local 728 Secretary-Treasurer Lamar Mathis (center) with members and their families at the April 30th march.

carried out after seizing Continental Airlines." In that situation, the new owners took advantage of a since-closed loophole in the bankruptcy law to do away with union contracts.

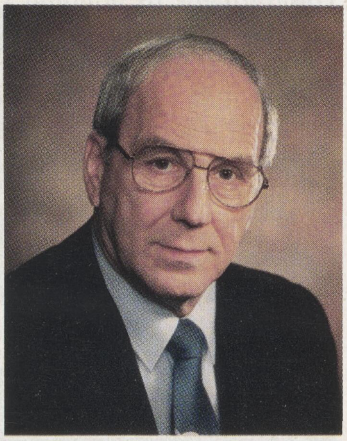
The AFL-CIO Executive Council has urged all union members to rally to the support of Eastern employees. Protest rallies and demonstrations—such as the Atlanta march—were planned to show union solidarity on the issue.

When times are tough, the message is clear: Labor stands united, strong and ready to fight for the rights of all workers.

Jobs with Justice!

Leading some 8,000 demonstrators in Atlanta's "Jobs with Justice" march are (second row, far left) Local 728 Secretary-Treasurer Lamar Mathis; (front row) AFL-CIO Vice Presidents Morton Bahr, William Winpisinger, and John Sweeney; Georgia AFL-CIO President Herbert Mabry; and AFL-CIO Regional Director Green Lewis.

Ligurotis Serves as Labor Chairman For NFL Mackey Awards Banquet



Vice President Daniel C. Ligurotis

International Vice President and Secretary-Treasurer of Local 705 in Chicago, Illinois, Daniel C. Ligurotis, recently served as labor chairman of the 22nd Annual NFL Players Association/Mackey Awards Banquet.

The June 26th event honored the nation's top professional football players and benefited the Better Boys Foundation.

As labor chairman of the Mackey Awards Banquet, Ligurotis lead a roster of labor and business leaders in the fund raising efforts for the event. Originated in 1966 by the NFL Players Association, the annual banquet has raised over the years more than $11 million for the Better Boys Foundation, which serves and assists disadvantaged youths of Chicago.

Community Involvement

Ligurotis, a native Chicagoan, followed in his father's footsteps by becoming a truck driver's helper in 1944. After three years of service with the Fifth Infantry Division, he worked as a truck driver and joined Local 705.

In 1961, Ligurotis was appointed a steward; in 1966, an organizer; in 1976, a trustee to Local 705's Executive Board; and in 1981, recording secretary. Today he serves as Local Union 705's secretary-treasurer, as well as trustee of Teamsters Joint Council 25, also in Chicago. In 1987, Ligurotis was appointed by General President Jackie Presser to the Teamsters General Executive Board as the International's 16th Vice President.

The Chicago labor leader is active in the Kiwanis and in several other civic, community, and charitable organizations in his hometown area.

Weekly Check-off Language Is the Key:

Making DRIVE Come Alive

How did DRIVE become the largest political action committee in America?

"The key to our success is the voluntary weekly check-off language that we have negotiated into our contracts with employers," according to Wallace Clements, director of DRIVE. "This gives the members an opportunity to get involved and stay involved in the political process."

Clements estimates that 98 percent of the monies flowing into DRIVE are raised as a result of the check-off system of contributions.

The concept of a check-off approach for raising funds first originated in 1964 when an annual deduction was negotiated into the first National Master Freight Agreement. In 1985, *weekly* check-off language was included in the Freight agreement, and since that time has spread to the Union's other two national contracts—United Parcel Service and carhaul.

Teamster negotiators have also successfully included check-off language in the contracts of other industries that are major employers of Teamster members, including warehouse, construction, brewery, and public employees.

Local unions are able to place check-off language in any contract. This can be done at the time of negotiations by getting the employer to agree to include DRIVE language in the new contract. Check-off language can also be included in current agreements by reaching a "Memorandum of Understanding" with employers that becomes part of the contract. This addendum allows for voluntary weekly DRIVE deductions.

In either situation, the process of contributing to DRIVE is fairly simple: The employer agrees to deduct from the paycheck of all employees covered by the collective bargaining agreement the voluntary contributions that the members have signed up to give. DRIVE notifies the employer of the amounts designated by each contributing employee that are to be deducted from his/her paycheck on a weekly basis for all weeks worked.

On a monthly basis, the employer sends one check to DRIVE in the total amount deducted by the Teamster members along with the name of each employee on whose behalf a deduction is made. The International Brotherhood of Teamsters reimburses the employer annually for the actual cost incurred by administering the weekly payroll deduction plan.

What is truly remarkable about the growth of the DRIVE program and political activity in the Teamsters Union is that there is still tremendous potential for future gains. "In only five years we have grown from a very small operation to become the largest and most powerful political action committee in America," Clements points out. "We are still in our infancy."

DRIVE has grown to become the largest with the participation of only a small percentage of its membership. "Our goal is 100 percent involvement," Clements declares. "When we have everybody involved, registered to vote and going to the polls, then we will really start turning things around for working people in this country. I think we're going to do it."

Clement's optimism stems from the support DRIVE has had from the Teamsters' leadership. "Jackie Presser, Weldon Mathis and the General Executive Board have been fantastic," Clements notes. "Their commitment to building the political strength of this union has been unbeatable.

"The real engine of growth is the local leadership. It is through their support that we have been able to get the message to the members that political strength and action can make a big difference in their working lives and to their families."

Mario F. Perrucci, secretary-treasurer of Local 177 in Hillside, New Jersey, recently brought some of his members to Washington, D.C., to visit with their Members of Congress and Senators. The Local is also beefing up its DRIVE participation.

R.S. Thomas, (left), secretary-treasurer of Local 995, presents a check to Claude Evans of the Nevada State AFL-CIO.

Teamster Locals Active in DRIVE . . .

UPS drivers who are members of Local 991 in Mobile, Alabama, have signed on to join DRIVE.

Teamster Grady Saint (left), of Local 991, who is running for County Commissioner in Santa Rosa, Florida, receives a check from Business Agent Gene Tucker.

Business Agent Pat O'Donnell of Local 2 in Butte, Montana, is actively signing up new DRIVE members.

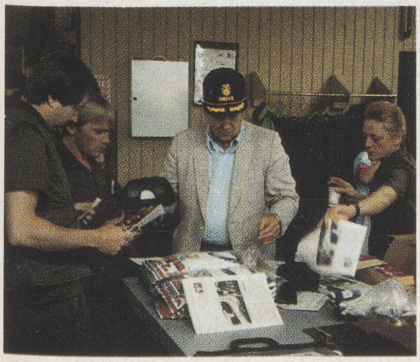
Local 627 in Peoria, Illinois, is getting support for DRIVE from its members.

Local 175 in Charleston, West Virginia, recently contributed funds to Congressmen Robert E. Wise and Nick Joe Rahall.

Business Agents Marty Dewan, Bob Falco and Kenny Tomlinson of Local 710 in Chicago, Illinois, have all been active in signing up UPS members for DRIVE.

The members of Local 397 in Erie, Pennsylvania, are solid supporters of DRIVE under the direction of the local's president, Joseph P. Santone.

David W. Laughton, secretary-treasurer, and Leo Kelly, business agent, of Local 633 in Manchester, New Hampshire, have helped bring UPS drivers into DRIVE.



UPS members of Local 406 received a cap and a T-shirt for joining DRIVE.

Teamster members of Local 406 in Grand Rapids, Michigan, working for Elston-Richards Truck Lines, are joining DRIVE with the help of Secretary-Treasurer Ken DeVries.

Teamster Retirees Take Part In "Time of Your Life Expo"

Teamster retirees are routinely called upon to take part in organizing drives, picket lines and political events, but recently a group of Teamster retirees was called upon to be part of a major celebration held in Los Angeles, California.

The "Time of Your Life Expo" was sponsored by Opportunities and Services for Seniors, Inc., a California non-profit information and referral organization, which provides general community education and awareness of and access to products, services, programs and facilities to enhance the quality and enjoyment of life for older adults.

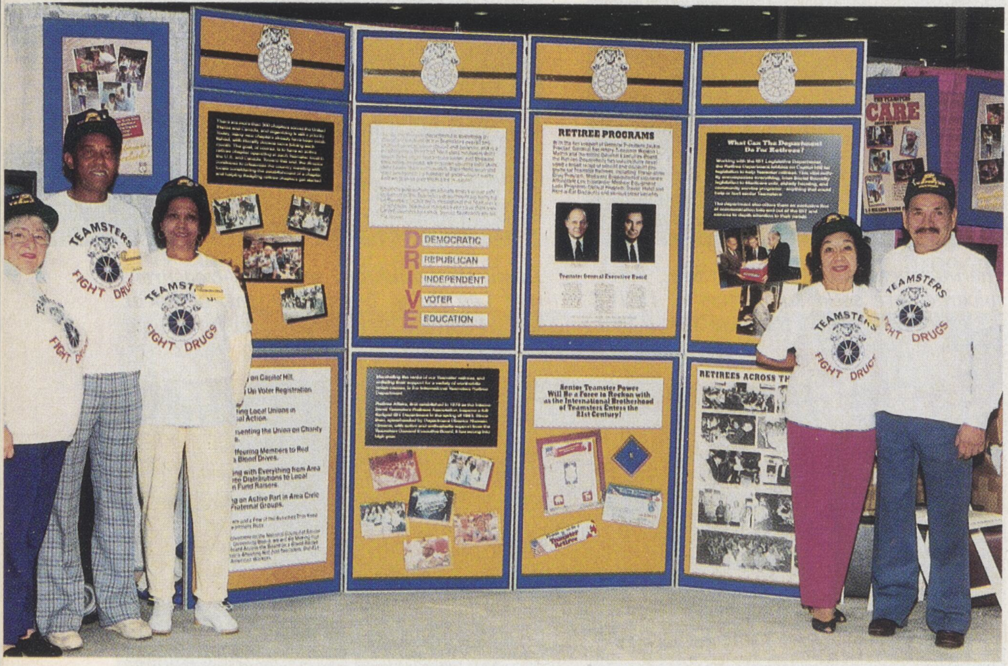
An Event of National Proportions

April 23–25 was the date of the L.A. event, and groups from across the United States took part in the exposition. Among the numerous national groups with vested interests in senior Americans and participating in Expo, was the International Teamsters Retiree Department. Retiree Department Director Norm Greene anticipated that the Expo would be of direct benefit to all visitors, and of indirect benefit to Teamster retirees.

In Celebration of The "Golden Years"

The Expo, the largest event of its kind in the United States, offered the 50+ population a one-stop extravaganza in which a full range of services, facilities, educational programs, health screenings, celebrities and top-notch entertainment were featured.

All activities and features were tailored to enhance the quality-of-life, awareness and enjoyment of adults aged 50 or older. Although the event was targeted, for the most part, to seniors in Southern California, it was truly national in scope and in its impact.



Pictured left to right are retirees Shirley Levine, and Henderson and Doris Jones of the Southern California Teamster Retired Association; and Frances and Barney Barnett of Local 630, Los Angeles, California.

Star-Studded Event

On hand to entertain visitors and participants at Expo were celebrities of the caliber of Danny Thomas, Alice Faye, Martha Raye, George Gobel, Morey Amsterdam, Jane Seymour, Gavin MacLeod, Gale Storm, Nanette Fabray, and others. Additionally, the "Original Dancin' Grandmas," Olympic great Bob Mathias, and various other interesting and entertaining personalities were there to add to the excitement.

Right there in the midst of the hustle and bustle was the Teamster Retiree Department's booth, with Department Director Norm Greene and a group of Teamster retiree representatives, all answering questions about the Retiree Department and its many services and programs, and all handing out informational brochures, T-shirts and other mementos.

The Teamster brochure explaining the IBT "Crusade for a Drug-Free America" was one of the hottest items, with 10,000 being given out during the three-day event. That means that at least 10,000 visitors spent time at the Teamsters' exhibit and learned a few facts not only about the Retiree Department but also about the entire International Brotherhood of Teamsters.

Letting the general public, especially the 50+ group, learn about the Retiree Department's programs and objectives was a primary reason for Greene's agreeing to take part in the Expo. He stated, "When senior Americans learn about benefit and discount programs which they used to consider impossible or unavailable, the word spreads like wildfire. . . . If there's a Teamster retiree anywhere who hasn't been informed about the Department, that retiree now has a better chance of finding out and contacting us. It is the job of the Department," Greene continued, "to serve Teamster retirees and seniors wherever they are, and to let people know that they have somewhere to come with their problems."

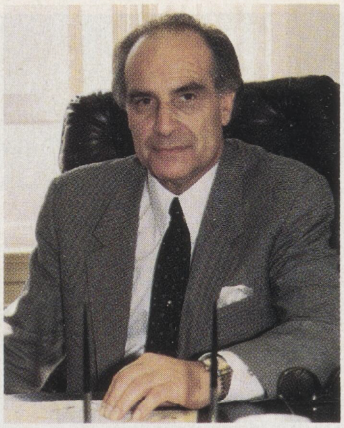
The Expo was truly a highlight for all seniors who attended as well as for the exhibitors and entertainers. They left the extravaganza with a keener awareness of all the positive aspects of their senior years, and with a wealth of information about services available to them.

At Expo, the IBT Retiree Department gained its rightful recognition as a pacesetter in serving seniors and in developing benefit programs. So much recognition has been given since Expo, that the Department has been receiving on a daily basis bundles of mail and inquiries from groups all across the United States, seeking information about the Teamsters' programs for retirees and about how the IBT is creating for retirees a "world of unlimited possibilities."

Worcester, MA, Welcomes Teamster Retiree Housing

The city of Worcester, Massachusettes, recently passed a Resolution thanking Local 170, Worcester, and the International Brotherhood of Teamsters for sponsoring handicapped housing for the city and for retirees in the area. Presenting the Resolution to Local 170 Business Agents Carl Gentile (left) and Richard Foley (right) is Worcester Mayor Jordon Levy (center). The city offered eight acres of property to the Teamster Retiree Housing Corporation and Local 170, for the sum of $1.00, to serve as the site of the new facility. Construction should begin in the Fall of this year.

Sasso Assumes New Posts



Local 282, Elmont, New York, President Robert Sasso has been appointed to the posts of International Representative and Director of the Building Material and Construction Trade Division of the Eastern Conference of Teamsters.

Sasso, who has served as president of Local 282 since 1984, is an experienced and distinguished union official. He joined Local 282, the Teamsters largest construction union in the New York metropolitan area, in 1953. He began his union career as a concrete truck driver for Colonial Sand and Stone, a job which he held for 16 years, during which time he served as a shop steward. In 1968 he was named a trustee and business agent for Local 282. He was later elected vice president and then, in 1976, rose to the position of Secretary-Treasurer.

Sasso is a member of the Advisory Board of Teamsters Joint Council 16 in New York City, and the first Teamster to be named as a member of the Executive Boards of the Building and Construction Trade Councils, both in Greater New York and in Nassau and Suffolk Counties.

The George Meany Memorial Center
A Rich Source of Training, Information

The recently completed George Meany Memorial Archives is the official archives of the AFL-CIO and is located on the campus of the George Meany Center for Labor Studies in Silver Spring, Maryland. The building not only houses the historical records of the AFL-CIO, but also has classrooms, private conference rooms, a student lounge and public exhibits on display daily.

The Meany Archives runs a series of public programs on labor's traditions, culture and history. The Archives is a sponsor of the Samuel Gompers Papers project, which is publishing a 12-volume edition of the papers of the AFL-CIO's first president; two volumes are already in print. Other new programs are a quarterly subscription magazine, *Labor's Heritage*; a labor-in-the-schools project to bring high school students to the Archives; an annual distinguished lecture in honor of labor educator Larry Rogin; and a series of historians' conferences on aspects of the labor movement's past.

The Center, including the Archives, is offered to full-time officers, representatives and staff members of all AFL-CIO affiliates.

The following is a schedule of workshops to be held at the George Meany Center for Labor Studies during August and September.

August 21–25 *Personal Computers for Local Unions*—Provides information that will help union staff assess their computer needs and gives practical background for dealing with computer venders.

August 12–26 *Teaching Techniques for Labor Education*—Individual sessions will demonstrate techniques—lecture, discussion, buzz groups, role playing, films and use of materials.

August 28–September 2 *Organizing Techniques I*—Introduction to basic organizing skills and review for those with experience, concentrating on organizing in the private sector.

September 6–9 *TV: The Cool Medium*—Workshop on how to deal with television reporters and cameras: sessions are videotaped.

September 11–16 *Contract Negotiations: Private Sector*—Sessions on preparing initial proposals, developing committee work, record-keeping procedures, styles of language, economic bargaining, and preparing for and directing the ratification process.

September 18–22 *Working with the News Media*—Workshops focus on print, television and radio and activities include writing a news release, taping a radio spot, and producing a two-minute videotape.

September 25–30 *Internal Organizing*—Course will rely on case problems to develop long and short term organizing strategies.

September 25–30 *Standards of Discipline and Discharge in Arbitration*—Limited to those who have attended the basic arbitration institute, or who are experienced advocates in greivance arbitration.

For more information about labor studies programs contact the Registrar, George Meany Center, 10000 New Hampshire Avenue, Silver Spring, Maryland, 20903, (301) 431-6400.

Join Irish American Teamsters On a Trip to Ireland

The Irish American Teamsters are planning a trip to Ireland that centers on the city of Dublin. Celebrating the Millenium, Dublin is in a particularly festive mood.

The seven-day, six-night tour (September 9–September 16, 1988) offers walking tours of the Georgian squares, St. Patrick's Cathedral, Trinity College and some of the best shopping in Europe. Enjoy the Irish theater, the typical Irish pubs, and an Irish Caberet Show at the Burlington. For those who wish to visit other areas of Ireland, the trip offers several three-day luxury bus tours that include such places as Donegal, Galway, Waterford, Killarney and Shannonside.

Father David Boileau, director of the International's Human Services Department, will be Chaplain.

Those interested in enjoying the campanionship of fellow Teamsters and their families on an educational, interesting trip of Ireland should contact:

Frank McGann, President
Irish American Teamsters
7 Farrel Street
Long Beach, NY 11561
(718) 274-5400

or

Scully Travel
340 Union Blvd.
Totowa, NJ 07512
(201) 956-1988

Teamsters Sponsor Paralympics Youth

A Teamster family from Local 120 in St. Paul, Minnesota, might very well be the most keyed up and excited Teamster family in the entire International Brotherhood of Teamsters during the summer and fall 1988.

Teamster Thomas Jwanouskos will be in Seoul, Korea, during the Summer Olympics and Paralympic World Games to watch his son, Michael, who has cerebral palsy and will be representing the United States in archery at the Special Olympics.

The Paralympics is the largest gathering of disabled athletes in the world. While attending the competition in Seoul, Michael will be participating on behalf of the United States Cerebral Palsy Athletic Association.

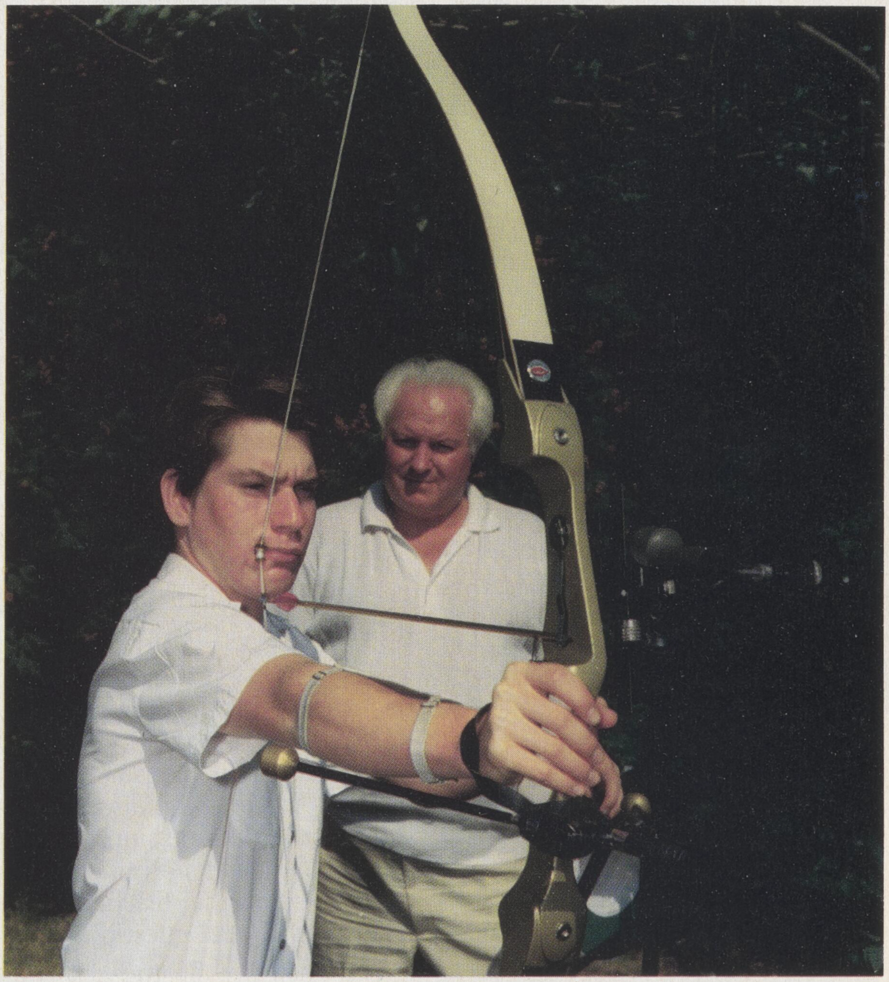
Teamster member Jwanouskos serves as head coach for archery for the Cerebral Palsy Association.

For the Paralympic world games, being held October 15–24, Michael, a championship-level archer, has received the support of the International Brotherhood of Teamsters in the form of a $15,000 check. On behalf of the Teamsters membership, General President Jackie Presser, General Secretary-Treasurer Weldon L. Mathis and the members of the General Executive Board have sent their best wishes to Michael, in addition to the Union's financial contribution.

Michael is an expert archer with many local and national championship wins under his belt. In the state of Minnesota, he is the state adoptive champion for 1985, 1986, and 1987.

On the national level, Michael was the second highest handicapped archer at the games held last fall in Las Vegas, Nevada. The first place winner was the world champion from Belgium.

In 1986, competing with many able-bodied archers, Michael was rated 10th best in the United States.



Using his mouth to draw the bow, Michael practices as his father watches.

Local 856 Affiliates with State Federation

Teamster Local 856 in San Francisco, California, recently affiliated with the California State Federation of Labor. Attending the affiliation ceremony were (left to right) International Vice President Jack D. Cox; International Trustee Ben Leal, who also serves as Secretary-Treasurer of the Local; John Henning, Executive Secretary of the California State Federation of Labor, AFL-CIO; and Local 856 President John McLaughlin.

Canadian Teachers Meet in Toronto To Plan Labor Studies Curriculum

As part of the Teaching Labor Studies in the Schools Program, the IBT's Human Services Department conducted approximately 22 workshops this year in cities across the United States and Canada. The final workshop before this year's summer seminar at the University of California at Berkeley was held in Toronto, Ontario, Canada, on May 14.

The program was a twofold, two-day program held at the offices of Joint Council 52. The first aspect involved 10 teachers who are graduates of either the Cornell or University of Wisconsin—Madison, seminars conducted over the past two summers. The teachers traveled from all across Canada to Toronto to share both the knowledge which they had acquired at these summer seminars and how they had incorporated this knowledge into their classrooms. Participants discussed how this effort was working, what difficulties they had encountered, and how to overcome some of the obstacles.

Several months prior to this meeting, Fr. David Boileau, director of the IBT Human Services Department, began working with the graduates to develop lesson plans on Canadian labor studies. Their goal was to collectively produce a planning unit on Canadian labor history, including Teamsters history, to share with the teachers attending the Toronto workshop.

Joint Council 52 President Charles Thibault welcomed the core group of teachers who, in turn, thanked him for his generous support.

The following day, an additional 30 teachers of grades ranging one through 13 attended the Saturday workshop. Dr. Saul Bronder of the Human Services Department gave an overview of the structure of the Teamsters Union which stressed the diversity of the Union.

University of Toronto professor Desmond Morton addressed the workshop participants and focused his remarks on Canadian labor history. Morton, who also participated in the Madison summer program, received an enthusiastic reception from the teachers who asked him several questions.

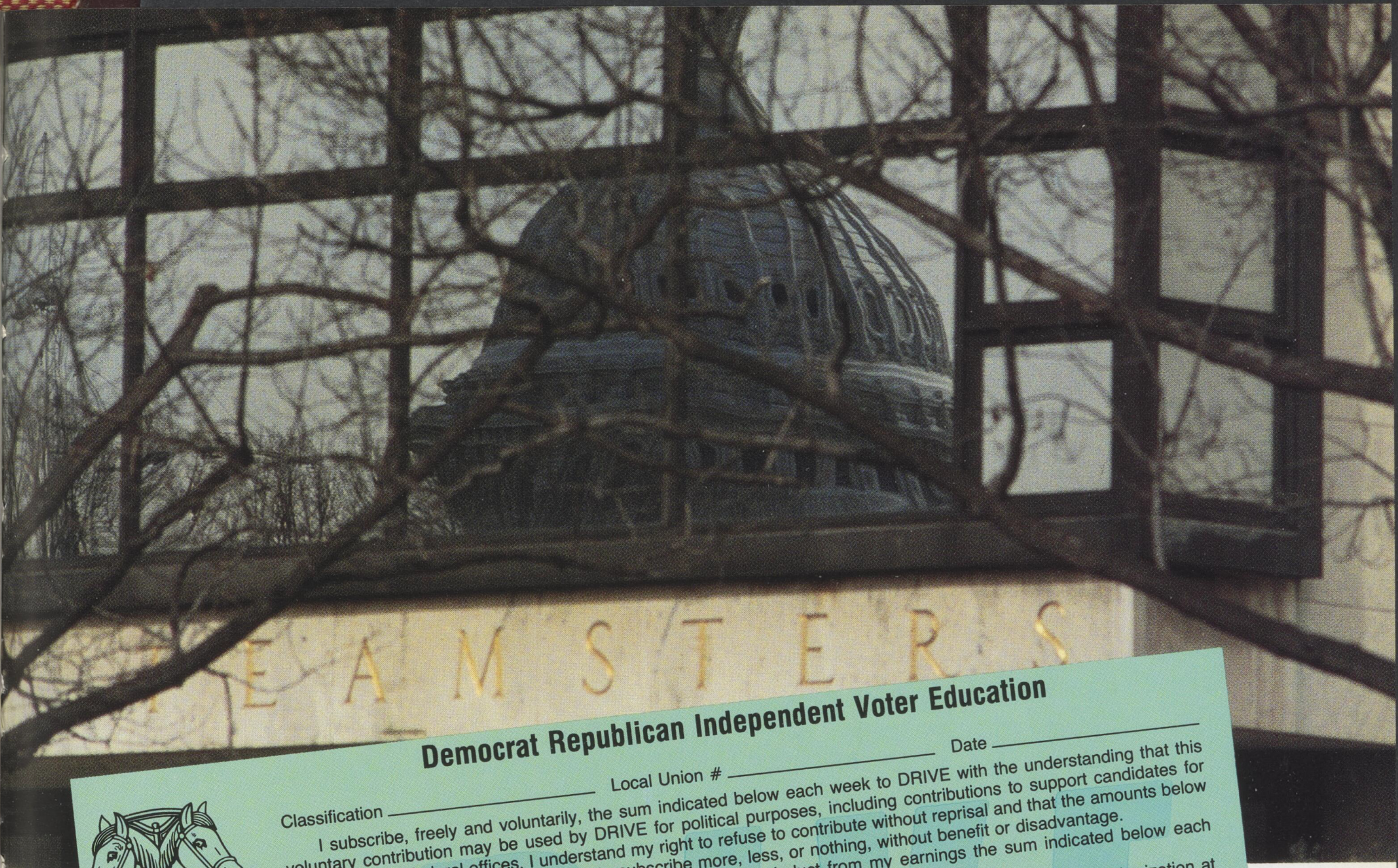
The majority of the day was spent reviewing the lesson plans developed by the summer program graduates and offering suggestions on how to make the plans better suit specific needs. The teachers' main concern was to ensure that the labor studies curriculum began in the primary grades and continued through the high school level. They would like to see a consistent increase of labor studies which builds on what the students have learned the prior year.

Another of the educators' concerns was trying to develop *one* labor studies curriculum to serve all of Canada. The differing political climates and labor laws in Canada's provinces makes it difficult to design one program which would satisfy the needs of everyone. A general labor studies plan could be developed; however, it would need to be supplemented by each province to adapt to their different provincial rules.

As a homework assignment, Boileau requested that each teacher develop his or her own lesson plans and return the plans to him in time to take to the Berkeley seminar. During the summer program these plans will be presented to the participating Canadian teachers to review and add their suggestions. The goal is to have materials available a few months after the Berkeley seminar to distribute to Canadian teachers on labor history and Canadian Teamster history.

Canadian Conference of Teamsters' Education Director Nicole Mercier was very enthusiastic about the program and considered the workshop a success. "It was a marvelously unique opportunity for teachers from all across Canada to get together and discuss education and labor education," Mercier said. She was amazed at the large number of requests she had already received for guest speakers and materials. As a direct result of the workshop, "Teachers are talking more about what the IBT is doing and their interest in teaching labor studies is growing," she added.

Dr. Saul Bronder of the Human Services Department introduces proposed lesson plans for teaching labor studies.



Democrat Republican Independent Voter Education

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I subscribe, freely and voluntarily, the sum indicated below each week to DRIVE with the understanding that this voluntary contribution may be used by DRIVE for political purposes, including contributions to support candidates for local, state and federal offices. I understand my right to refuse to contribute without reprisal and that the amounts below serve merely as suggestions. I am free to subscribe more, less, or nothing, without benefit or disadvantage.

I further hereby authorize and request my employer to deduct from my earnings the sum indicated below each week to be remitted to National DRIVE.

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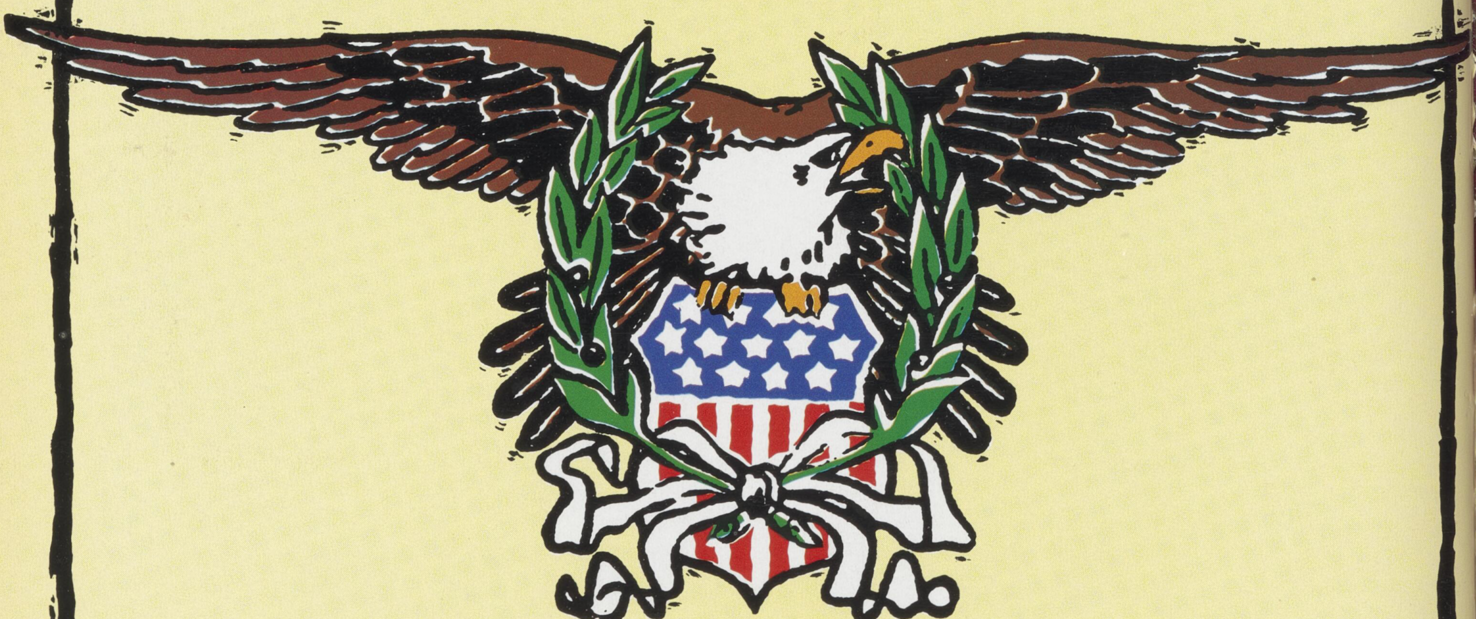
NOW MORE THAN EVER, SUPPORT IBT D.R.I.V.E.

Now is the time to support the friends of labor who speak out for working men and women everywhere. Show your support by increasing your contributions to the Teamsters' D.R.I.V.E. (Democrat, Republican, Independent Voter Education).

Through your contributions, the Teamsters can continue to have that much needed voice on Capitol Hill.

Invest in your future, return your D.R.I.V.E. coupon today.

PRESERVE AMERICA'S FREEDOM



Register to Vote.

To deserve freedom you have to preserve it. ★ Freedom is everybody's business, and it isn't free—you have to work to keep it. ★ Without the right to vote, and without voting, you end up losing your claim to freedom. ★ And you may not vote, if you are not registered.

THE INTERNATIONAL
AUGUST 1988

TEAMSTER

General President McCarthy Meets the Press Following Election

◆

THE PRESIDENT'S MESSAGE

My fellow brothers and sisters, I am deeply honored by my election to the office of general president of the International Brotherhood of Teamsters.

I am honored to serve the 1.7 million members of this union—honest, hard-working, and dedicated workers and trade unionists who stand for a cause and who stand for each other. I pledge to you and to all our friends in and out of the labor movement, to use all my energy, summon my best judgment, and heed the wishes of the membership.

I come to this office with no complicated or hidden agendas. My agenda is quite simple and plain. It is to advance the cause of Teamsters, and to advance that cause in strict adherence to the fundamental principles and ideals of the labor movement.

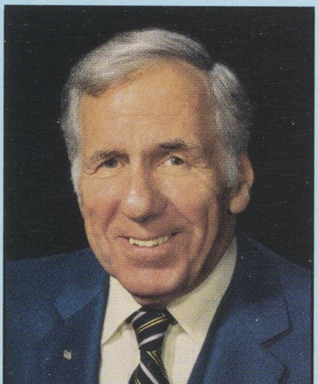
First among these principles is the right of workers to form unions, to enjoy freedom and democracy—free from government takeover.

It is no secret that this union is under attack. When has it ever been a secret? I've been in this great union for over 50 years and I've never known a time when the Teamsters weren't under attack. They've come after us because we are the most powerful voice for working people—a union that is the biggest, strongest, most diverse, most able in collective bargaining.

We are the victims of our own success. Does anyone really believe that it was just a coincidence that the government started its campaign to weaken, if not destroy, us just at that moment in our history when we acquired real power to protect the working man against the injustices of industry and the misjudgments of government?

The government has been violating its own professed goal and proper role of neutral mediation between business and labor as far as this union is concerned for three decades. But the government's hostility has not made us weaker—it's made us stronger. Those whom we serve and protect are more united and determined than ever before . . . and I'm proud to stand shoulder-to-shoulder with every single one of them.

This union has some very powerful friends in our brothers and sisters in the AFL-CIO, in the House and Senate, in academia and in communities across America. And once the American public comes to realize that the government's true aim is to weaken and destroy not just this union but the entire labor movement, the Teamsters Union will have the most powerful allies of all, and we will repel this attack as we have repelled all the others.



William J. McCarthy

I have said often that we in the Teamsters will organize any unorganized workers who desire their rights and seek better standards of living. This is at the heart and core of the American labor movement. Unions will always exist as long as there are workers seeking to overcome problems through better solutions.

In the remaining years of this century, labor must renew its principles, rejuvenate its tools and techniques, and seek to provide a better quality of life for our members and for all American workers.

Through collective bargaining, we must provide permanent job security. And, we will continually strive to provide more and better services to our membership—services that will protect our retirees, offer better health care, individual and family services, educational and vocational opportunities, and a better environment in which to work and live.

Through enhanced communications, more will be heard from labor in the years ahead. Our message will be heard by millions of Americans who know little of the American labor movement.

Through government relations and DRIVE, we will enhance our political power and position and be recognized, from Congress and the administration to state legislatures and state houses.

Women, too, will play an increasing role in the labor movement, participating in larger numbers than ever before, and we will welcome them.

This is a look at the future of the American labor movement. While times are tough, and trends are turning, the prospects are filled with renewal, revitalization, and growth. Teamsters will be there, and that is what will keep the labor movement not just alive, but growing stronger every day.

Fraternally,

William J. McCarthy

THE INTERNATIONAL
TEAMSTER
DEDICATED TO SERVICE

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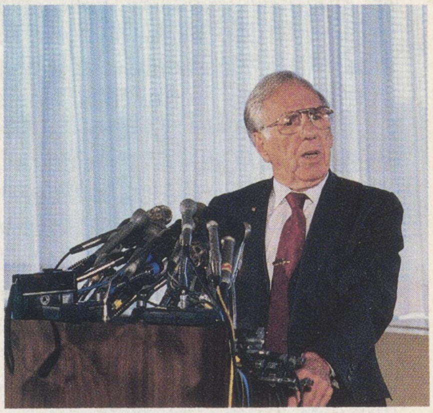

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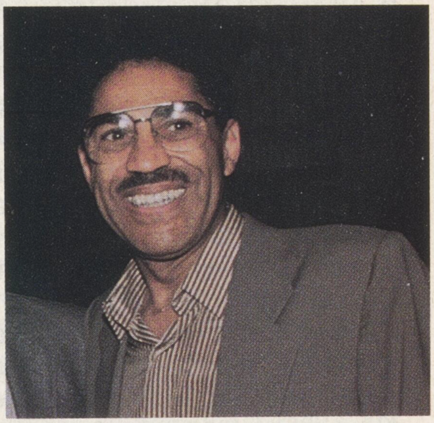

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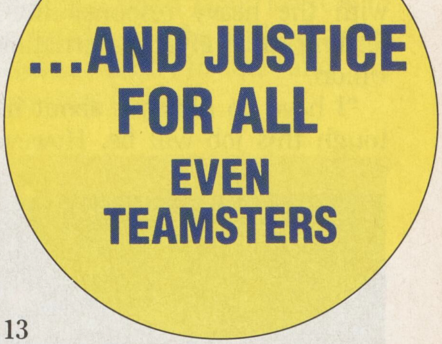

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William J. McCarthy Named As IBT's New General President

General President McCarthy fields questions at his first press conference.

Longtime Teamster leader William J. McCarthy of Local 25, Boston, Massachusetts, was selected July 15 by the IBT General Executive Board to serve as the union's new General President.

McCarthy succeeds Jackie Presser, who died July 9th in Cleveland, Ohio, following a long battle with cancer and heart disease. He will fill Presser's term, which expires in 1991.

As third International Vice President, McCarthy has been a member of the Board since 1969. A Teamster member for over 50 years, he has served as an officer of Local 25 for the past 42 years.

At a press conference at IBT Headquarters immediately following his selection as new General President, McCarthy said he was honored by the choice and that he welcomed the challenge of leading the nation's largest union.

"This is a very happy event in my life for me to be elected General President of the Union that I have been a member of for my entire life. I am also deeply honored that the members of this General Executive Board have entrusted me with the heavy responsibility of leading this great International Union.

"I have no illusions about how tough this job will be. However, with the help of all the members of the General Executive Board, we as a team will overcome the many challenges facing this Union and our members. It will take a lot of hard work by all of us and a renewed commitment to do what is best for our members," he said.

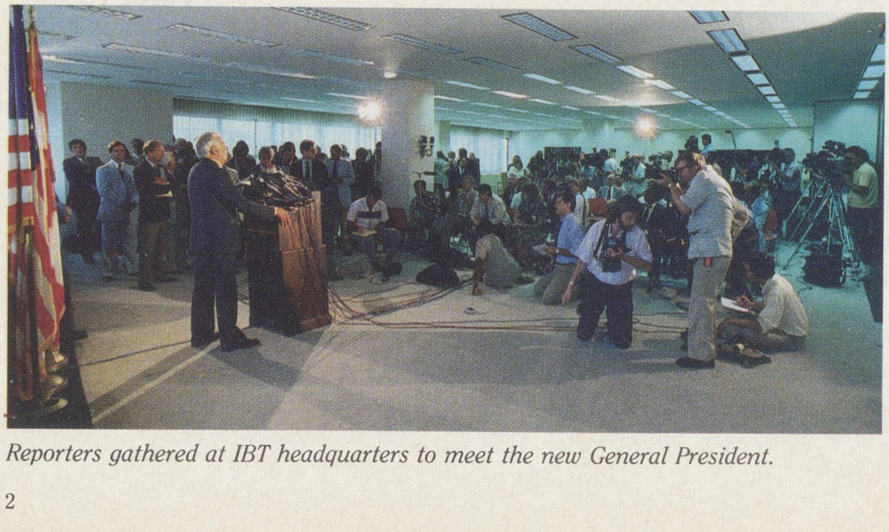
The new Teamster President also praised the strength of the Teamsters' top leadership. "Obviously, I don't have all of the answers to this union's problems. Therefore, I will welcome the ideas and help of the other members of the General Executive Board. The great strength of this Board has been that we will argue and fight about an issue, but when the majority vote is taken, everyone stands behind the decision.

"I want to again thank the members of the General Executive Board for their support and their confidence in me," McCarthy said.

Born in Charlestown, Massachusetts, on July 2, 1919, Billy was educated in Boston public schools. At the age of 17, he joined the Teamsters when he took his first trucking job as an over-the-road driver.

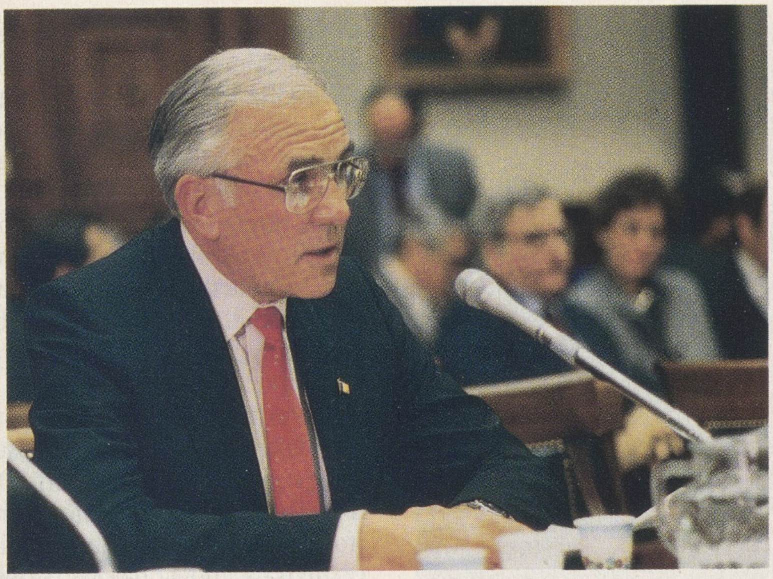
In 1941, McCarthy took his first union assignment as a steward. In '47, he was elected a business agent of Local 25, a post he held for eight years. Billy later served as president of the Boston local union.

In 1964, he was elected secretary-treasurer and, subsequently, became president of Joint Council 10, an affiliation of all Teamster local unions in five New England states, a position he still holds, among others, today.



Reporters gathered at IBT headquarters to meet the new General President.

Walter Shea Appointed as Executive Assistant



International Vice President Walter J. Shea was appointed July 18 by General President William J. McCarthy to serve as Executive Assistant to the General President.

In this position, Shea will be brought in to assist on key policy considerations made by the general president. He will have day-to-day contact with IBT Department heads and Division directors.

Serving as the "General President's right hand man," Shea will be utilized in a variety of capacities. According to General President McCarthy, "Shea's considerable experience in handling policy matters for the union, and his expertise in economics, international relations, business, government, and virtually all labor concerns will make Walter a great asset to me in my mandate to serve the Teamsters membership."

In addition to having chaired the National Automobile Transporters contract negotiations and sitting on the negotiating committees for the National Master Freight Agreement and other key Teamster talks, Shea serves on a number of advisory posts of concern to our union and its members. Among these posts are the National Coal Council; the Quadrangular Forum, which is sponsored by the Center for Strategic & International Studies at Georgetown University; the Panama Canal Commission; and the (U.S.) President's Commission on Alcohol Abuse.

Walter Shea first joined the Teamsters in 1957 as a member of the Research Department of the Eastern Conference of Teamsters, analyzing contracts, preparing surveys, helping with organizing campaigns and negotiations, and assisting with financial matters.

His unique experience in representing the Teamsters Union both nationally and internationally, and his notable background in the fundamentals of union operations, will be an asset to newly elected General President William J. McCarthy and to the Teamsters membership.

New General Counsel Named

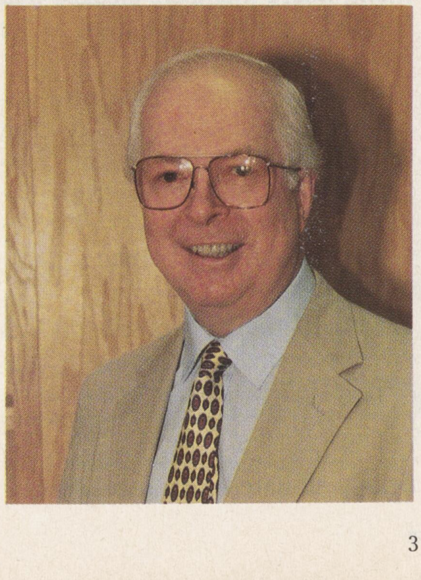
General President William J. McCarthy has announced his appointment of James T. Grady of Boston, Massachusetts, as General Counsel of the International Brotherhood of Teamsters.

Grady is a partner in the Boston law firm of Grady and Dwyer and has an extensive background in labor law, both in the public and private sectors.

Prior to his appointment as General Counsel, Grady practiced before state and federal agencies and trial and appellate courts and concentrated in collective bargaining and arbitration. He specializes in labor law and related areas, serves as counsel to various labor organizations, and has considerable experience involving pension funds and health plans.

The IBT's new General Counsel is a member of a number of professional associations and advisory boards. During his career he has received several prestigious honors and awards from labor, educational, and legal organizations.

Upon announcing Grady's appointment, General President McCarthy stated, "I have known Jim Grady for many years. He is one of the finest labor lawyers in the nation, and he will be a tremendous asset to me and the Teamsters Union."



General Executive Board Holds Third Quarterly Session

The IBT General Executive Board meets in third quarterly session.

The Teamster General Executive Board met in regular quarterly session June 28–30 in Montreal, Canada.

The main order of business during the session was discussion of the Racketeer Influenced Corrupt Organizations Act (RICO) suit filed June 28 in New York District Court by the Department of Justice (see separate story) which attempts to place the international union under a court-appointed trusteeship.

Reacting to the proposed takeover, the General Executive Board released a statement to the press calling the suit a "scurrilous attack" on the union. In the statement, Board members pledged that the IBT "will win the fight as we have won all others."

In other action, the Board received a detailed report on the activities of the IBT Public Employees Division from Division Director Barry Feinstein, who reviewed on-going organizing campaigns for the GEB.

Feinstein also focused on his division's involvement with the AFL-CIO Public Employee Department. During the last quarter the IBT Public Employee Division officially affiliated with the AFL-CIO Public Employee Division, and Director Feinstein was appointed to the Department's Executive Board. IBT Division representatives have also been placed on a number of key committees.

It is clear, Feinstein told GEB members, that Teamster participation in the AFL-CIO Department will be extremely valuable in structuring policy beneficial to organizing public employees, and will unquestionably further the goal of continuing to organize the millions of unorganized workers in the public sector.

Board members also heard from Industrial Trades Division Director Joseph Konowe, who reported on his division's reaffiliation with the AFL-CIO Industrial Union Department and activities on joint organizing campaigns and the exchange of information.

Konowe also detailed the division's organizing efforts in the waste industry where workers are involved in the collection, disposal and recycling of industrial materials.

An extensive report on the union's legislative agenda was presented by Legislative Department Director Dave Sweeney, who reviewed for GEB members key legislative proposals now before Congress which affect Teamster members.

Among other items, Sweeney reported on trade legislation, particularly the current status of the plant notification bill; drug testing and the "zero tolerance" amendment in the House; employee polygraph protections; the coal slurry issue; and the House resolution calling for an investigation of Texas Air Corporation management. As a result of the Texas Air resolution, Sweeney said, "the Secretary of Transportation has taken an unprecedented step in appointing an outside mediator—former Secretary of Labor Bill Brock—to examine labor-management prob-

Public Employee Division Director Barry Feinstein presents a report to members of the Board.

GEB members are updated on legislative matters by Legislative Department Director Dave Sweeney.

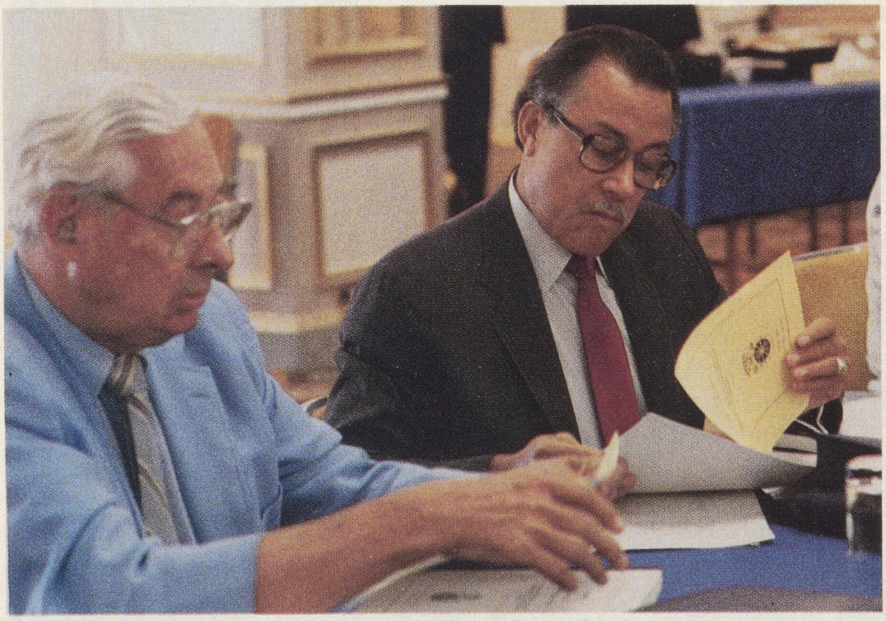
lems at the airline."

The Legislative Department report also covered developments on labor law reform, tax issues, the U.S.-Canada Free Trade Accord, and the minimum wage issue. Director Sweeney also gave Board members a breakdown of the upcoming 1988 Senate rates.

DRIVE Director Wallace Clements reported to GEB members that the IBT's political action fund is the number one PAC in America for the first 18 months of the 1987–88 election cycle. Teamster members have contributed $6.8 million over that period.

Clements observed that the union is in a better position financially than it was in 1986 when Teamsters helped the Democratic Party win a majority in the U.S. Senate. Because these new legislators have been so strong in their support of working people, Clements told the Board that he hopes the union will work as hard this year as it did in '86 and help the Democrats expand their majorities in both the House and in the Senate.

The DRIVE Director also asked the support of all the IBT Vice President's in helping to encourage more members to become involved with DRIVE and the political process.



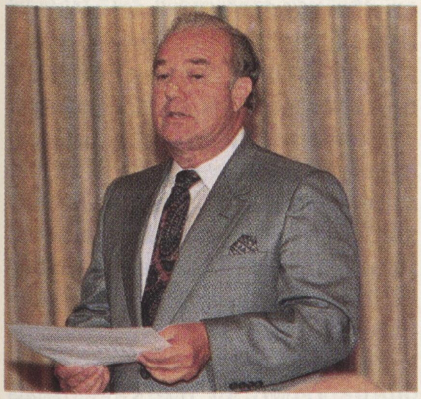
International Vice President Don Peters and International Trustee Mitch Ledet.

A report was given by IBT Chief Economist Norman Weintraub on profit sharing and Employee Stock Option Plans under the National Master Freight Agreement. Weintraub also reviewed the history of the NMFA, and reported on the effects of deregulation on the trucking industry.

Since deregulation, he said, some 82 companies have gone out of business, putting an estimated 100,000 Teamster members out of work. Studies have shown, Weintraub advised GEB members, that other companies only pick up one out of every three or four jobs that are lost.

Director Weintraub also detailed for Board members the new UPS 401-K Tax Deferred Savings Plan now in effect. The plan was provided for in the current National Master United Parcel Service Agreement.

Reports to the Board were also given by the IBT Legal Department.



Director Wallace Clements announces that IBT's DRIVE is the number one PAC in America.

Industrial Trades Division Director Joe Konowe reports to the Board on division activities.

IBT Chief Economist Norman Weintraub discusses effects of deregulation on trucking industry.

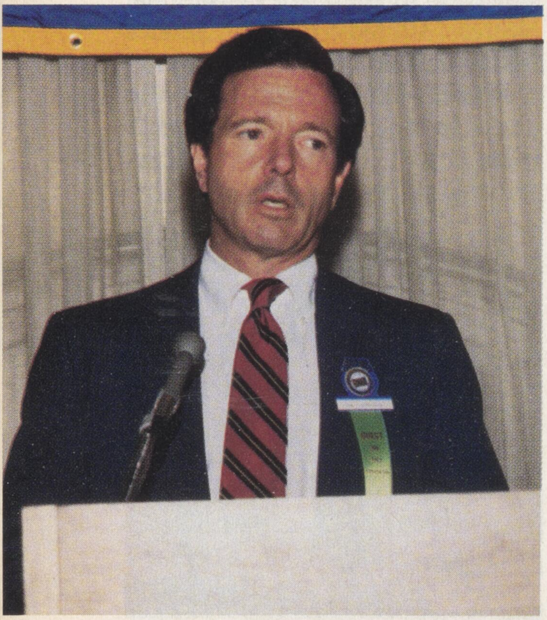
Pennsylvania Teamsters Meet In Second Area Conference

The Pennsylvania Conference of Teamsters held their Second Area Convention in Hershey, Pennsylvania, from June 12 through June 15.

The opening session was called to order by Thomas Griffith, president of host Local 776, Harrisburg, who also gave a short welcoming address to the delegates.

The first featured speaker was John Morris, president of the Pennsylvania Conference as well as Joint Council 73 in Philadelphia, Pennsylvania. In his remarks, Morris stressed the political and legislative achievements of Pennsylvania Teamsters. He noted that Pennsylvania had raised more DRIVE funds than any other state conference in the IBT thanks to the breadth of participation among Teamster locals throughout the Keystone State.

Morris also highlighted the legislative clout of the Conference as evidenced by its success in state legislative initiatives including defeating an agency shop bill and passing a security guard bill.



U.S. Senator H. John Heinz (R-PA) spoke out against the Justice Department's attempt to place the IBT under trusteeship.

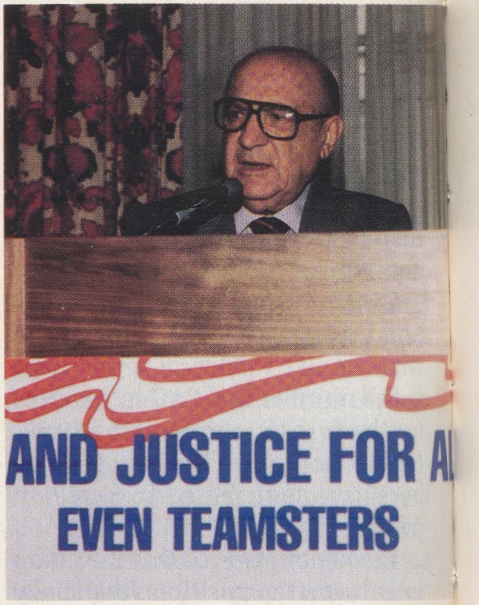
Pennsylvania Teamsters have also had a significant impact on the national scene by helping to deliver key votes from Senators and Representatives in New Jersey, West Virginia and Delaware, as well as Pennsylvania. For example, Morris pointed out the fact that the "Dear Colleague" letter denouncing government trusteeship had been signed by 36 area Congressmen, thanks largely to the efforts of Conference lobbyists.

Morris was followed to the podium by Joseph Santone, secretary-treasurer of the Conference, who hailed the organizing successes of Pennsylvania Teamsters and expressed his appreciation for the support and cooperation of all the locals in making the Conference the strongest and most respected labor organization in Pennsylvania.

The delegates then heard from IBT General Secretary-Treasurer Weldon Mathis who issued a report on the progress and activities of the International Union. Secretary-Treasurer Mathis emphasized the continuing threat of government takeover of the IBT—a warning that was borne out two weeks later when the Justice Department formally filed its civil suit against the union.

Ernest Preate, Republican candidate for Attorney General of Pennsylvania, then addressed the delegates setting forth his qualifications for the position and requesting the support of the State Conference.

United States Senator John Heinz of Pennsylvania then addressed the delegates telling of his support for such pro-labor legislation as the Trade Bill, Double-Breasting, against the Hobbs Act amendments, for more federal money to develop the Pennsylvania Ports and for more jobs. Finally he spoke out against the attempts by the Department of Justice to place the International Union under trusteeship, for which he received a standing ovation.



First International Vice President Joseph Trerotola addressed attendees at the Conference.

The next speaker was Ed Mezvinsky, the Democratic candidate for Pennsylvania Attorney General who also gave his background and qualifications for the position and requested Teamster support.

International Vice President Maurice R. Schurr also reported on the progress and activities of the International Union.

The report of the By-Laws Committee was then read and two amendments were unanimously approved. One was a 10 cent per capita increase and the other was giving the President the authority to affiliate the Conference or disaffiliate the Conference with the State AFL-CIO body.

The afternoon session consisted of the report of the Credentials Committee by Chairman John DiLuzio from Local 312 in Chester.

Newly-elected Pennsylvania Conference of Teamsters Executive Board pictured above are: (seated left to right) Nicholas A. Sansotta, vice president; John P. Morris, president; Joseph P. Santone, secretary-treasurer; and (standing left to right) Paul Knollinger, Larry A. Thomas, and James C. Burns, trustees; and Lee Via, recording secretary.

The following officers were elected unanimously by acclimation at this session: President—John P. Morris; Secretary-Treasurer—Joseph P. Santone; Vice President—Nicholas A. Sansotta; Recording Secretary—Lee Via; Trustees—Larry A. Thomas, James C. Burns, Paul H. Knollinger.

DRIVE Director Wallace Clements closed out the session with a report on the political action committee's achievements and noted that Pennsylvania was the highest contributor to the DRIVE program for the 1st quarter of 1988.

A cocktail reception was held on Monday evening for all delegates and guests.

Also in attendance were: current Pennsylvania Attorney General Leroy Zimmerman; Congressman Gus Yatron from Reading, Pennsylvania; candidate Ernie Preate and Republican State Treasurer candidate Phil English; various members of the State Senate and State House of Representatives; cabinet members from the Governor's office; various statewide judges from the Superior and Commonwealth courts; and the officers from the State AFL-CIO, Building Trades, and Fraternal Order of Police, among many others.

The Tuesday morning session opened with the introduction of State Senator Vincent J. Fumo, Democrat from Philadelphia, who John P. Morris called "the Voice of the Teamsters in the State Senate". Fumo is a great friend and advocate of Teamsters causes.

Majority Leader James J. Manderino from the State House of Representatives and Senator F. Joseph Loeper, majority whip of the state Senate, next addressed the delegates. Both discussed various labor bills successfully passing the House and Senate this past year, especially House Bill 1254 which amended the State Private Detective Act and specifically prevents employers from hiring goons and thugs to act as so-called security guards on picket lines. This bill was originally introduced and sponsored soley by the Pennsylvania Conference of Teamsters, but will benefit each and every labor union in Pennsylvania.

The delegates also received an informative update on the status of the trusteeship issue.

The next speakers were all from the Pennsylvania Senate: Senator Robert C. Jubelirer, president protempore of the State Senate; Anthony "Buzz" Andrezeski from Erie; and Edward P. Zemprelli, Democratic minority leader of the Senate. All spoke on legislation dealing with labor issues including the Security Guard Bill and a bill dealing with the principals' bargaining rights for Local 502 in Philadelphia.

Pennsylvania Auditor General Don Bailey also addressed the delegates. Catherine Baker-Knoll, Democratic candidate for Pennsylvania State Treasurer, spoke last. A luncheon was then held for all delegates and guests.

The Wednesday morning session was the concluding session and International Vice President and Eastern Conference Director Joseph Trerotola was the lead-off speaker. He also addressed the current problems and activities of the International. Trerotola expressed his personal pride in the progress of the Conference, noting that he had been instrumental in helping attain the charter.

David A. Sweeney, legislative director of the International, updated the delegates on current legislation and credited Pennsylvania with signing 21 out of 23 Congressmen for the "Dear Colleague" letter.

Father David Boileau was also on hand to describe two programs of the Department of Human Services: the history of the Teamsters project and the Labor Studies Workshops for teachers.

DOT Ends Commercial Zone Exemption, Teamsters Continue to Fight for Drivers' Jobs

As of November 15, 1988, trucks and drivers operating exclusively in local "commercial zones" will no longer be exempt from most Department of Transportation (DOT) safety regulations.

In the past, drivers who worked exclusively within these commercial zones have not been required to pass a DOT physical examination unless they were carrying placarded loads of hazardous materials. And trucks that operated only in these zones did not have to meet DOT safety requirements unless they carried hazardous materials.

The only exception allowed by the new regulations will be for some drivers with certain kinds of physical or medical problems.

After November 15, drivers who cannot pass the DOT physical exam because of insulin-dependent diabetes, vision problems, hearing problems, or epilepsy or other seizure disorders will be "grandfathered" so that they can continue to work within commercial zones for two years. These drivers must:

- Be a regularly employed driver for a motor carrier as of May 19, 1988.
- Continue to be a regularly employed driver for a motor carrier.
- Operate only within a commercial zone.
- Not operate a vehicle carrying placarded hazardous materials.

In addition, each driver with one of these "grandfathered" conditions must have a doctor determine that his or her condition is not likely to interfere with their ability to drive a commercial motor vehicle safely.

But as of November 15, 1990, the "grandfathering" will end and these drivers will not qualify.

Drivers who are unable to meet the DOT physical requirements for any other reason will be unable to qualify after November 15, 1988. (However, some drivers who cannot meet the requirements because of loss or impairment of an extremity may be able to get a medical waiver under another section of the regulations.)

Drivers currently working in commercial zones who are below DOT's minimum age of 21 will also be grandfathered until November 15, 1990.

The Teamsters Union has supported ending the commercial zone exemption on equipment. But the IBT Safety and Health Department has repeatedly urged the Federal Highway Administration to grandfather drivers who could not pass a DOT physical, but who had proven that they could operate their vehicles safely.

Teamster Safety and Health Director R. V. Durham has filed a special petition with the Federal Highway Administration asking them to reconsider the two-year time limit on the medical grandfathering provision. Durham told the DOT agency that as long as the doctor determines that the driver's condition is not likely to interfere with his or her ability to drive a commercial vehicle safely, then that drivers should be grandfathered for the rest of his or her career.

Teamsters Seek New Health, Safety Information for Members in Mining

On behalf of Teamster members working in mining industries, Safety and Health Director R.V. Durham recently conveyed the Union's "enthusiastic support for adaptation of the OSHA Hazard Communication Standard to fit the needs of mine workers."

Teamsters work in a number of different mining operations, primarily in the western U.S. The Union's position was presented to the U.S. Mine Safety and Health Administration (MSHA) as the agency began to consider adopting a new regulation similar to OSHA's Hazard Communication Standard, which provides safeguards for workers in other industries.

If MSHA follows through with new standards, workers in mining industries would gain access to important information about hazardous substances in their work environment. This would include Material Safety Data Sheets, which describe the safety and health risks of each substance and list recommendations for protective clothing and equipment; emergency procedures; and other important information.

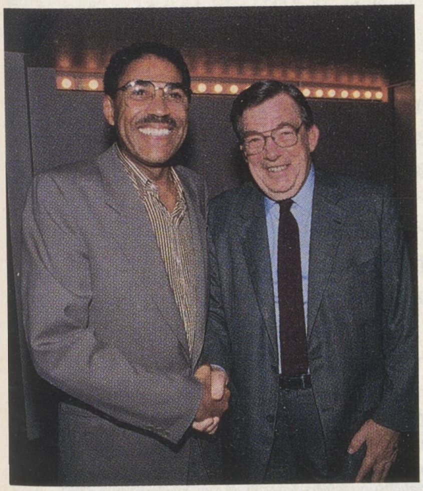
Workers in mining would also receive special training about the health and safety risks of hazardous substances with which they work, and about what their employer is doing to protect them from the dangers of exposure to those chemicals.

The Teamster official pointed out that both the safety and health agency and mine employers will have a relatively easy time implementing the standard because they can benefit from all of the work that has gone into developing regulations in other industries.

Democrats, Including Labor, Gather in Atlanta; Teamsters Honor Congressman Clay

On July 18th, the lights came up in Atlanta, Georgia, on America's most important floor show of the year—the Democratic National Convention. You, as Teamsters and as voters, knew the actors. You paid attention to the lines. And the last act won't be written until November 8, 1988, the second Tuesday in November—election day.

Unlike the last few Democratic Party Conventions, the delegates to the recent Atlanta Convention were not unusually quarrelsome, and they seemed reasonably united. All the principal players were there, including Reverend Jesse Jackson, U.S. Senators Albert Gore, Jr. and Paul Simon, and Congressman Richard A. Gephardt. Democratic National Committee Chairman Paul Kirk presided over the most successful Democratic Party convention since 1968. Out of the 4,162 voices representing the mosaic which is the modern Democratic party came a rebirth of the old-style Democratic Party creed.



Joining the Teamster salute to Congressman Bill Clay (left), is AFL-CIO President Lane Kirkland.

All of the delegates were on an equal footing, and the 800 labor delegates comprised more than 20 percent of the convention delegates. Of the 800, 15 were voting Teamster delegates, who helped to ensure that labor's agenda was given the attention it deserved. Issues such as trade, social programs, tax policy, family concerns and especially labor law reform received special emphasis, thanks to the efforts of the Teamster delegates. Teamsters were instrumental in getting ratification of key elements of labor's agenda by a majority of the delegates.

The IBT DRIVE committee can also take much credit for the positive and major role the labor delegates played. DRIVE assisted the delegates in reaching the Convention, and DRIVE representatives were available to offer advice to the delegates on matters of importance to the Teamsters Union and organized labor, in general.

Despite the general appearance of harmony, the July 18th Convention was the scene of frenzied activity. Delegates worked almost non-stop on committees, debating everything from child care to national defense. They worked up resolutions, rehashing, changing, and editing every line until they were perfect. They gave detailed reports on the floor, defending the numerous committee reports to the entire delegation for their all-important vote. Behind the scenes, there were intense debates on party philosophy and on virtually every issue important to the American voters.

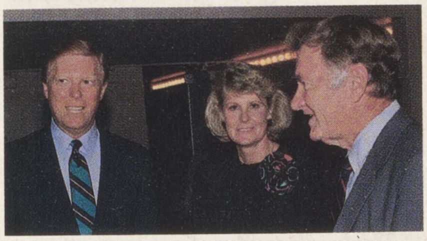
Teamsters Honor Congressman Clay

On July 17th, just prior to the official opening of the Convention, the International Brotherhood of Teamsters honored a true friend of labor, Democratic Congressman William Clay of Missouri. Clay serves on the Education and Labor Committee and is the Chairman of the Labor/Management Relations Subcommittee.

Among the honored guests who joined the Teamsters in toasting Clay were: Congressmen Richard A. Gephardt (D-MO), Gus Savage (D-IL), John Conyers (D-MI), Louis Stokes (D-OH), Ike Skelton (D-MO) and Congresswomen Mary Rose Oakar (D-OH) and Cardiss Collins (D-IL).

AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas Donahue and many other prominent labor leaders joined the Teamsters in saluting Clay for his strong support of the American labor movement. Others included: United Mine Workers President Richard Trumka, International Association of Fire Fighters President John F. Gannon, Service Employees' International President John J. Sweeney, Postal Workers' President Moe Biller, Iron Workers' President Juel Drake, Ladies' Garment Workers' President Jay Mazur, Laborers' President Angelo Fosco, Letter Carriers' President Vincent Sombrotto, Bricklayers' President John T. Joyce, and AFL-CIO Building and Construction Trades Department President Robert Georgine.

As the curtain closed on the 1988 Democratic National Convention in Atlanta, a new stage was set for a campaign in which labor's political priorities would be played to an attentive American audience of voters. Teamsters and all labor will be on that stage, key players in possibly the most important political campaign of the decade.



IBT Legislative Director Dave Sweeney (right) greets Missouri Congressman Richard Gephardt and his wife, Jane. Gephardt comes from a Teamster family.

Major Gains Won at Air Canada

The Teamsters Airline Division has won important gains in a three-year contract covering approximately 800 employees of Air Canada in the United States.

"It was a total team effort," said William F. Genoese, director of the Airline Division.

The new contract, which has been ratified by the membership, calls for a four percent wage increase, retroactive to January 1, 1988; a three percent lump-sum payment in the first pay period of December 1988; and another four percent general increase as of January 1, 1990.

Wages top out at $16.32 an hour for agents as of December 28, 1987, and $16.97 an hour as of January 8, 1990. For leads and coordinators, wages top out at $17.30 an hour as of December 28, 1987, and $17.99 as of January 8, 1990.

The contract provides for improvements in the health insurance coverage of active employees and retirees and includes a new eyeglass program for retirees.

The agreement also provides for a new pension formula which should increase pensions by about 24 percent. An employee earning $35,000 a year and retiring at the age of 60 after 30 years of service will get a pension of approximately $17,000 a year.

Genoese recalled that it took the Teamsters 13 years to organize the Air Canada group. The company fought the union and took its case against the Teamsters to the United States Supreme Court, which ruled against Air Canada.

"Air Canada was influenced by anti-labor attorneys in the United States," Genoese said. "They wanted to bust the union. Once we won the case, Vice President Lawson got our campaign moving."

The new contract, running from January 1, 1988, to December 31, 1990, is the third negotiated by the Teamsters with Air Canada.

Airline Division Wins Three Elections

The Airline Division recently won three union representation elections conducted by the National Mediation Board—two at Midway Airlines and the third at Simmons Airlines.

"We're now preparing for negotiations with both carriers," reports Airline Division Director William F. Genoese.

Two elections were held at Midway covering about 450 workers—one for stock clerks, the other for mechanics and related crafts.

"This total could increase to 2,000 in the next few years," Genoese said, "because Midway is growing rapidly. The victories have put us in a position to organize the fleet service, passenger service, clerical and reservations groups at Midway."

Midway's bases are in Chicago and Miami. The organizing campaign was spearheaded by President Tony Cannestro of Local 769 in Miami, Florida, and President Joseph Bernstein of Local 781 in Chicago, Illinois. The campaign was coordinated at Airline Division headquarters in New York City, which also contributed flyers, handbills and other materials.

There was no other union on the ballot, but under the Railway Labor Act the Teamsters had to get the votes of more than half the eligible voters in both elections in order to represent the workers.

The same was true at Simmons Airlines, where the flight attendants voted for Teamster representation. The successful Teamster campaign was coordinated by Airline Division Representative Lorraine Lofton.

Simmons is a small Midwestern carrier, and its employees are based in Chicago and Detroit, Michigan. There are about 200 flight attendants in the voting unit. Genoese anticipates substantial growth in the unit in the years to come.

Memphis Local Organizes 200

Local 1196 in Memphis, Tennessee, recently organized nearly 200 workers employed by Theurer, Inc. in Greenville, Mississippi. Theurer is a manufacturer of semi-trailers. Despite the company's aggressive anti-union campaign, the workers voted 141-35 in favor of Teamster representation. Pictured above addressing the workers during the campaign is Southern Conference of Teamsters Organizer Sidney Chism who is also the president of Local 1196.

IBT Backs Statewide Initiative in California To Restore Worker Safety Protections

A $100,000 contribution from the IBT is delivered to John F. Henning, state AFL-CIO chief. Shown above (from left) are Gerald O'Hara, Teamsters California legislative representative; Mike Riley, international vice president; Henning; Nobby Miller, president of Joint Council 38 in Modesto, California; Chuck Mack, president of Joint Council 7 in San Francisco, California; Jack Cox, international vice president; and Jim Santangelo, secretary-treasurer of Local 848 in El Monte, California.

The International Brotherhood of Teamsters recently contributed $100,000 for the campaign to assist in organized labor's drive to pass a November ballot initiative in California that would restore the statewide, job site safety program that Republican Governor George Deukmajian axed from the state's budget last year.

California was one of 23 states and territories that operated its own safety and health program for both private and public sector workers. In February, however, Governor Deukmajian notified the Occupational Safety and Health Administration (OSHA) that he would terminate California's private sector program. Except for a brief transitional period shortly after OSHA was created, the state had enforced safety and health standards in private sector workplaces since 1913. The Occupational Safety and Health Act of 1970 encourages states to develop and operate their own safety and health programs.

The Governor's decision forced OSHA to assume the responsibility for protection of California's 9.5 million private-sector workers, which resulted in weaker protections for workers in California and "disruption" of OSHA's nationwide services.

OSHA had no contingency plan to cover a situation where a state would discontinue its inspection services. Therefore, OSHA was forced to transfer inspectors, managers, supervisors and administrative personnel to California from its 10 other regions. OSHA estimates that about one-third of its 1,100 inspectors have been detailed temporarily to California.

According to William J. Gainer, associate director of the Human Services Division of the U.S. General Accounting Office, in testimony before a congressional committee, OSHA "experienced significant disruptions during the transition period." The agency performed only 43 of 62 scheduled audits last year.

Fulfilling OSHA's mandate to assure workers safe and healthful working conditions was an "extremely difficult task" that "resulted not only from the number of workers to be protected and the size of the state but, especially, from the politically charged environment and the uncertainty regarding the legal status of the Governor's action," Gainer commented. The state Supreme Court is now considering legal challenges to Deukmajian's political mistake. California has had a long, proud tradition of being a leader in worksite health and safety inspections and regulations that the federal government cannot match.

The current level of OSHA inspections are only about one-third of the level that state inspectors conducted. This is due, in part, to the fact that OSHA has fewer staff in the state than did Cal-OSHA—165 employees in the federal program compared to 271 in the state. California workplace safety standards are also generally more comprehensive and broader in scope, and cover more potential worksite hazards than the federal standards. OSHA has approximately 700 safety standards compared with 2,400 standards for California.

The state's standards cover numerous industry activities not explicitly covered by any federal standard. Petroleum drilling, for example, is covered by state but not federal regulations.

The state also has over 200 more standards for permissible exposure limits for hazardous airborne contaminants. California has a lower level than OSHA where exposure is defined as hazardous for another 100 substances. Twenty-one of these are cancer-causing substances to which an estimated one million California workers are exposed.

The state's legislation also serves as a better protector of worker's health and safety than the federal standard because California's law calls for higher maximum penalties for violators, allows criminal prosecution under a much broader set of circumstances, and allows more prompt action on hazards.

California's organized labor movement, including the Teamsters Union, is outraged by Governor Deukmajian's insensitivity to the health and safety risks that workers face on the job. Trade unionists are joining concerned citizens in a group known as the Coalition to Restore Safety at Work, which is spearheading the drive to pass a statewide initiative that would require the Governor to restore Cal-OSHA.

California Teamsters Rally Against Union Buster

Teamster members of Local 748, Modesto, California, are bringing union busting to the public's attention in the small community of Atwater, California. Davis Canning Company, a tomato and bean cannery in operation since the 1940s, was the site of two recent union rallies in response to the union-busting tactics of new ownership.

At the first rally, approximately 120 demonstrators, primarily senior employees who were not rehired when ownership of the plant changed hands in March, protested in front of the plant. The workers lost their jobs and contractually guaranteed health and welfare benefits when the new owners temporarily closed the cannery and then reopened nonunion.

Fighting Back

Led by Ron Ashlock, secretary-treasurer of Local 748, and Nobby Miller, president of Joint Council 38 also in Modesto, the demonstrators rallied for several hours seeking support from the community in their efforts to get the company to deal fairly with loyal employees. Members of other unions including the Laborers, Machinists, United Food and Commercial Workers, and the United Farm Workers joined the Teamsters at the rally.

Trouble started for the Teamster members working at Davis Canning when its parent company—CHB Foods—merged with a large, New York investment firm called Hermes Investment Corporation. As is the case in many corporate deals involving financial speculators such as Hermes, the investors were only interested in profiting from the piecemeal selling off of CHB Foods' assets, not in managing the business.

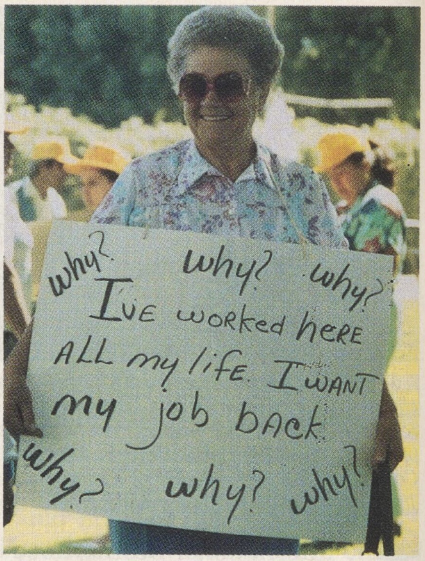
Local 1748 Secretary-Treasurer Ron Ashlock leads the demonstrators.

A relatively small cannery, Davis Canning was one of the last of the original company's facilities to be sold. Having already reaped the bulk of the rewards from its 1985 acquisition, the parent company "unloaded" Davis Canning to a group of unscrupulous, union-busting businessmen.

The new owners—the Atwater Partnership—immediately closed Davis Canning; however, this was nothing more than a ploy to break the union. On the same day that the Partnership closed Davis Canning, it was issued a business license to operate the same facility, but under a different name. When the Partnership reopened the plant as Atwater Canning, it advertised in the local newspaper to hire new personnel. In replacing the cannery's workforce, the new management refused to give any consideration to its senior employees or the union contract. The Partnership did rehire enough skilled personnel to start production for the upcoming season, but the company is now operating without a union and at substandard wages and benefits.

Mario Obledo Addresses Rally

The Teamsters held a second demonstration in front of the plant gates on May 31 when one of California's strongest labor advocates stopped by to address the displaced union workers. Mario Obledo, former secretary of Health, Education and Welfare under Governor Jerry Brown, currently chairman of the Rainbow Coalition and campaigning for Jesse Jackson in California, offered his support and encouragement to the employees who were forced out of long-standing jobs. In his speech, Obledo appealed for a higher consciousness about the plight of labor in America.


why? why? why?
I've worked here
ALL my life. I WANT
my job back.
why? why? why?

Member Ida Rodriguez asks the question that is on all Teamsters' minds: Why?

Union busting is a rapidly growing industry in America. The union busters' methods may vary but their goals are the same: to walk away from their contractual obligations to their union employees. The stakes are high. Profit and greed is their bottom-line motive.

As is the case with the Atwater Cannery, it is the workers and their families who are hurt when a company fires its union employees, slashes wages, and drops health and welfare benefits just to make some more money.

As a direct result of such activities, union locals across the country are straining to counter these assaults by big business and its hired professional henchmen. Ron Ashlock and Local 748 are doing their best to win back the members' jobs and convince management to honor the union's jurisdiction. But the local is also going one important step further by helping the community understand the unfairness of union busting.

GEB Labels RICO Suit "Shameful Attempt to Destroy" Union

On June 28, 1988, the IBT General Executive Board released to the press the following statement denouncing the filing of a civil RICO lawsuit attempting to take over the international union.

Although rumored for over one year, the filing of this action in a country founded upon the principles of freedom, democracy, choice, and liberty and justice for all is shocking, especially considering that as recently as May 3, 1988, in New York City the 12 members of a jury rejected many of the allegations contained in the complaint. We thought that following such overwhelming rejection by a jury which heard evidence for over one year, the myth of organized crime control over our union would be once and for all destroyed. Unfortunately, it is now obvious that the jury rejection of the New York prosecutor's theory so incensed the Department of Justice that it wants one more bite of the apple.

It is clear from a review of the complaint filed in the Southern District of New York by New York U.S. Attorney Guiliani that the real thrust of this action is not to protect labor nor enhance the plight of the working man, but rather to make a scurrilous attack on the single most powerful union in the world that has ably and competently represented the working man in achieving decent and honorable wages and working conditions.

Surprisingly, President Reagan preached human rights to Chairman Gorbachev and Vice President Bush arranged to have his picture taken with Lech Walesa while at the same time the anti-labor zealots of the Reagan-Bush Administration authorized the filing of this unprecedented effort to destroy our country's largest trade union.

Solidarność
TEAMSTERS

It appears that this Administration's anti-labor tactics which began by destroying PATCO will conclude by attempting to destroy the Teamsters Union. President Reagan, Vice President Bush and Attorney General Meese, your tactics will simply not work. The American free trade labor movement since its inception has survived people like you.

History will record that the complaint against the International Brotherhood of Teamsters marks the lowest point to which this Republican Administration has yet fallen in the attack on working men and women of America.

This International Union is not now and never was controlled by organized crime influences.

This International Union is comprised of over 620 unions in the U.S. alone, over 40 in Canada. We have over 7,000 elected officers. The Government allegations fail for disbelief.

The 1.6 million members of this International Union, as any other union in this country, are entitled to freely and democratically elect their officers. This they did in 1981 and 1986. The Government should not be allowed to interfere in internal union affairs of this or any other union.

Surprisingly Mr. Guiliani was filing this at the same moment another office of the Department of Justice was defending the election in May of 1986 of General President Presser, and the entire GEB.

The International Brotherhood of Teamsters has survived as the largest, strongest and most effective labor union in the free world in spite of vicious anti-labor tactics such as this.

We have survived because the working men and women of this country know our record in protecting their wages, hours and working conditions. We shall win this fight as we have won all others.

We will not stop until we prove this action for what it is, a shameful attempt to destroy a democratic union. It will not be tolerated.

Government Files Civil RICO Suit, Seeks to Place Trustee Over IBT

After months of veiled threats through leaks to the media, the Justice Department filed suit against the leadership of the IBT on June 28, asking a federal district judge to appoint a trustee to run the Union.

The lawsuit, which was filed by the United States Attorney in Manhattan, Rudolph W. Giuliani, is unprecedented: never before have government prosecutors attempted to use the Racketeer Influenced and Corrupt Organizations Act (RICO), to place an entire international union under the control of a court-appointed trustee. The 113-page complaint filed in the U.S. District Court for the Southern District of New York seeks to remove the members of the Teamsters' General Executive Board who are found to have taken part in a conspiracy with organized crime figures to control the union. The suit also seeks to bar one former vice president and 26 alleged members of the "La Costa Nostra," also named in the government's complaint, from participating in union affairs.

On the same day that the government filed the complaint, U.S. District Judge David N. Edelstein issued a temporary restraining order to prevent the Teamster defendants from making any expenditures affecting the assets of the IBT or any associated Benefit Plan, except for ordinary expenses and payments. The order also prohibits the defendants from destroying any union or benefit fund records.

In its massive filing, the Justice Department also asked the Judge to set a quick court date and immediately install one or more "court liaison officers" to oversee certain affairs of the International Union.

After a preliminary hearing held July 5, Judge Edelstein denied the government's plan for imposing an immediate trusteeship on the IBT. In a setback for the government, the Judge argued that the case was too complex to grant the Justice Department's request. The Judge set a trial on the RICO suit for February 27, 1989, and decided to consolidate the hearing on the trusteeship issue with the trial.

While the Justice Department's strategy reflects situations where trusteeship has been placed on local unions, the proposal to take over an international union raises serious legal questions. For example, the Department's suggested court liaison officer would have had the power to place locals in trusteeship and remove their officers without having to prove its case in court.

Judge Edelstein commented, "It is apparent from the voluminous submissions by the government and the defendant's argument that this case requires determination of important issues of fact and law. It would clearly be imprudent to grant the preliminary relief sought by the government without an evidentiary hearing." John Climaco, General Counsel for the IBT, said he was "grateful that Judge Edelstein has provided us with the opportunity for a meaningful defense—which is what we intend to do."

Protecting Innocent Teamsters

The government's case was the top news item across the country on the day that it filed the RICO action against the IBT. The Justice Department leaked information to the press a year earlier that it was beginning to prepare the takeover action. The lawsuit stems from a lengthy, coordinated effort involving the FBI, the Department of Labor's Office of Labor Racketeering and the Justice Department's Criminal Division.

However, the reaction among the governmental agencies to the filing of the RICO action was mixed. While Giuliani characterized the move as "a surgical way to attempt to take back from the mafia the Teamsters Union," Ann D. McLaughlin, Secretary of Labor, expressed reservations. McLaughlin explained that she was "very concerned about the effect of this action on the overwhelming majority of Teamster locals and rank-and-file members who have had no part in corrupt activities. This will be a difficult time for them . . . this Department stands ready to ensure that the rights and reputation of the many are not tarnished by the transgressions of the few."

Suit Sparks Criticism

The American Federation of Labor-Congress of Industrial Organizations (AFL-CIO) called the Justice Department's suit "a clear abuse of the government's prosecutional power and is based on legal theories which, if sustained, would undermine a free-trade union movement." Justice Department officials argue that putting locals in trusteeship provides precedent for the suit against the IBT. The lawsuit is an untimely blow to the Teamsters Union. As the Justice Department's suit was being announced, a gravely ill General President Presser was being taken by ambulance to a Cleveland hospital.

Many observers felt that the Justice Department's timing of the lawsuit was designed to embarrass the Union's officers as they were meeting in quarterly session in Montreal. *The Washington Post* reported that a Justice Department spokesman said Acting Associate Attorney General Francis A. Keating, II, formally approved the suit on Monday, June 27, "but had given Giuliani informal approval for the action several weeks ago . . . ." Giuliani denies that the timing of the lawsuit was affected by the Teamster meeting.

No New Charges

Many of the charges against the IBT date back 30 years to the McClellan Committee investigations of organized crime. In fact, as support of his move to take over the IBT, Giuliani quoted the late Robert F. Kennedy, who investigated organized crime's infiltration into the IBT as a young Senate Committee lawyer in the 1950's.

Virtually none of the information contained in the government's suit against the IBT is new. The complaint is essentially a compilation of various government reports, investigations and court actions that have taken place over the past 30 years.

Many political analysts feel that the government's action against the IBT is an attempt to deflect attention from the controversies surrounding Meese and others in the Reagan Administration.

The suit alleges that all 18 members of the Board committed mail fraud by concealing the control of organized crime over the Union through this, the IBT's official publication—*The International Teamster*. The Justice Department's complaint also alleges that 12 General Executive Board members committed wire fraud in connection with an organized crime scheme to elect Jackie Presser and former General President Roy Williams.

Board members branded that allegation as "shocking" considering a New York City jury's rejection of the claim in a trial held last May. That jury acquitted several defendants of wire fraud in allegedly rigging the elections of Presser and Williams. The Labor Department defended the Teamster elections held in 1981 and 1986 against lawsuits filed by union dissidents.

Giuliani minimized the importance of the Salerno verdict by pointing out that a lesser standard of proof is required to win the civil RICO verdict—preponderance of the evidence—as opposed to the stricter standard—guilt beyond reasonable doubt—used in criminal trials.

The civil standards of evidence apply to all aspects of the RICO action. The Justice Department merely is trying to show a *pattern* of racketeering through its allegations of ties between the union and the mob. Criminal law focuses on individuals and the crimes they commit while RICO actions can target an entire organization.

The Justice Department contends that the General Executive Board members have known of the ties between organized crime and the Teamsters Union and that the defendants "did create and attempt and conspire to create a climate of intimidation and fear" in which Teamster members were prevented from opposing the leadership.

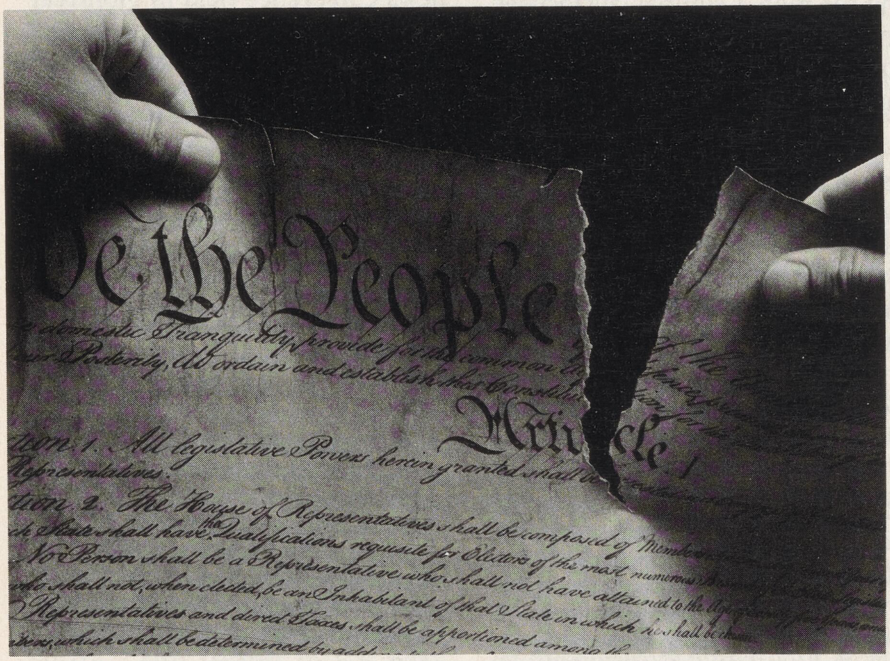
The government's suit seeks to place the IBT under a court-appointed trustee until "free and fair" elections can be held. When asked in a news conference how long the process would last, Edward Dennis, head of the Justice Department's criminal division said "it could be a matter of years."

Teamster attorneys argued at the preliminary hearing that the union needed more time to "rebut what we consider to be the false and shameful allegations of the government." The Judge was told that the union needed the time to collect evidence that will show the union "is not controlled or infiltrated by the Costa Nostra." At a news conference held in Montreal on the day that the government's action was filed, Teamster officials stated that "It's pure myth that this organization is in any way influenced or controlled by organized crime." The entire General Executive Board, in a show of support, denounced at the press conference in Montreal the government's action as "a vicious anti-labor attack" and "a shameful attempt to destroy a democratic labor union."

"We have survived because the working men and women of this country know our record in improving their wages, hours and working conditions," the Board said in a release. "We shall win this fight as we have won all others."

General President McCarthy updates members of the General Executive Board on the status of the RICO suit.

Is This How The Justice Department Celebrates Independence Day?



As patriotic Americans everywhere prepare to celebrate the 212th anniversary of our nation's independence, Attorney General Ed Meese and his Justice Department were preparing a plan of their own.

They filed suit in a federal court to impose government control over a trade union, the International Brotherhood of Teamsters. For the first time in the history of our nation and our Constitution, the government was attempting to seize a major private institution.

Attorney General Meese called it a "surgical step."

But placing nearly two million working Americans under government control isn't surgical. It's an assault with a meat cleaver on freedoms guaranteed under our Constitution—the same freedoms that we fought a revolution to protect 200 years ago.

The distinguished Americans quoted below agree. We think all freedom-loving Americans agree… especially on this, our most treasured American holiday.

"This is not Poland; this is not the Soviet Union. Our Constitution and Bill of Rights guarantee institutions the right of association, and guarantee institutions the right to exist in our democratic society. To place an institution like the Teamsters under government control flies in the face of those Constitutional guarantees and makes us no better than the Soviets or the Poles."

Senator Orrin Hatch—*R-UT*

"Just to pose one of the most obvious questions: to whom would those placed in command owe their allegiance? Would they respond to the working men and women or to the political administration from which the request for trusteeship came? We have rarely faced such dilemmas in the United States because, unlike many countries, we have insisted that the day-to-day management of unions should be free from government control."

Attorney General John Van de Kamp—*D-CA*

"There is no valid law enforcement justification for intricate and contrived stratagems whose purpose is to make it easy for the government to take control of unions composed of thousands of honest, hard-working trade unionists. And there is no doubt that government supervision is synonymous with the destruction of free trade unions, not with their salvation."

The AFL-CIO Executive Council

"The question is: Is it wise to allow the federal government to appoint itself as guardian for the union's business—collecting union dues, writing union checks, overseeing union pension plans, setting union policy? Because of the prospects for abuse, the answer would have to be no."

The Syracuse Herald-Journal
Syracuse, New York

"(The Justice Department's takeover scheme is) one of the most outlandish, most incredible schemes ever devised to subvert the rights of working men and women to be effectively represented in collective bargaining."

Representative William Clay—*D-MO*

"I simply see no need to resort to an extreme legal approach that would unnecessarily deprive rank-and-file union members of their fundamental right of self-governance."

Governor Michael Dukakis—*D-MA*

"A government takeover of a free trade union would surely undermine the collective bargaining rights of union members and their right to be represented by leaders of their own choosing."

Representative Richard Gephardt—*D-MO*

"(Let) me remind you that if free unions ever disappear in this country, that will mark the beginning of the end of democracy."

Alexander Haig

"We must not bow from the principle of equal protection under the law; the right of free trade unions, innocent until proven guilty; the right to express ourselves, the right to collective bargaining; the right to fight for the right."

The Reverend Jesse Jackson

"We all believe that breaking the law should and must be prosecuted... but the United States government is not meant to be in the business of taking things over. It shouldn't take over newspapers. It shouldn't take over schools. It shouldn't take over corporations and it shouldn't take over unions."

Representative Jack Kemp—*R-NY*

"The issue is—quite simply—freedom. Freedom to associate, to speak, to organize, to think, to write and to form a union of workers."

William Wynn
President, United Food and Commercial Workers Union

"The government must continue to monitor Teamster activities aggressively and to prosecute every incident of wrongdoing that's unearthed. But governments should not be in charge of unions..."

The Philadelphia Daily News — Philadelphia, PA

"I think it's a damned shame, a disgrace, that the government should seize—and that's all it amounts to—a labor union. It's shades of Adolf Hitler. It's outrageous."

Mayor Coleman Young—*Detroit, MI*

"Aside from the doubtful constitutionality of the federal takeover proposal... if the feds can get their foot in the door and dictate how Teamster union members may elect their national officers... then the election procedure of no union is safe in this country."

Manchester Union Leader

"The seizure of free trade unions by the government under any pretext has been the first move of all totalitarian governments followed by the seizure of the free press, religious institutions and private business organizations. We cannot allow that to happen in the United States."

Robert A. Georgine *President*
Building and Construction Trades Department
AFL-CIO

"(Unions) must be independent of government or corporate control in order to reflect and represent the interests of their members. The imposition of trustees to administer an international union by the government is, on its face, inherently destructive of the ability of workers to represent and speak for themselves through their unions. The exercise of such authority by the government to essentially remove one of the major participants in the democratic process, establishes a precedent which strikes at the very foundation of our democracy."

Bipartisan Letter Signed by
264 Members of Congress

ALABAMA • Claude Harris (D) • Ben Erdreich (D) • **ALASKA** • Don Young (R) • **ARKANSAS** • Tommy Robinson (D) • John Paul Hammerschmidt (R) • Beryl Anthony (D) • **CALIFORNIA** • Robert Matsui (D) • George Miller (D) • Don Edwards (D) • Howard Berman (D) • Julian Dixon (D) • Augustus Hawkins (D) • Mervyn Dymally (D) • George Brown (D) • Tony Coelho (D) • Charles Pashayan (R) • Robert Lagomarsino (R) • Carlos Moorhead (R) • Duncan Hunter (R) • Jerry Lewis (R) • Tom Lantos (D) • Enrnest Konnyu (R) • Wallyer Herger (R) • Jim Bates (D)* • Pete Stark (D)* • Vic Fazio (D)* • Esteban Torres (D)* • Mel Levine (D)* • Edward Roybal (D)* • Matthew Martinez (D)* • Nancy Pelosi (D)* • Henry Waxman (D)* • Ronald Dellums (D)* • Norman Mineta (D)* • Barbara Boxer (D)* • **COLORADO** • Ben Nighthorse (D) • Pat Schroeder (D) • **CONNECTICUT** • John Rowland (R) • Nancy Johnson (R) • Bruce Morrison (D) • Christopher Shays (R) • **DELAWARE** • Thomas Carper (D) • **DISTRICT OF COLUMBIA** • Walter Fauntroy (D) • **FLORIDA** • Larry Smith (D) • Dante Fascell (D) • Claude Pepper (D) • Andy Ireland (R) • Sam Gibbons (D) • William Lehman (D) • **GEORGIA** • John Lewis (D) • Newt Gingrich (R) • Charles Hatcher (D) • **HAWAII** • Patricia Saiki (R) • Daniel Akaka (D) • **IDAHO** • Richard Stallings (D) • **ILLINOIS** • Charles Hayes (D) • Gus Savage (D) • William Lipinski (D) • Cardiss Collins (D) • Frank Annunzio (D) • Harris Fawell (R) • Terry Bruce (D) • Kenneth Gray (D) • J. Dennis Hastert (R) • Lane Evans (D) • Jack Davis (R) • Henry Hyde (R) • Robert Michel (R) • Marty Russo (D) • Richard Durbin (D) • **INDIANA** • Jim Jontz (D) • Frank McCloskey (D) • Dan Burton (R) • Peter Visclosky (D) • **IOWA** • David Nagle (D) • Tom Tauke (R) • **KANSAS** • Dan Glickman (D) • **KENTUCKY** • William Natcher (D) • Larry Hopkins (R) • Carl Perkins (D) • Carroll Hubbard (D) • **LOUISIANA** • Lindy Boggs (D) • Jimmy Hayes (D) • W.J. Tauzin (D) • Clyde Holloway (R) • **MAINE** • Joseph Brennan (D) • **MARYLAND** • Helen Delich Bentley (R) • Benjamin Cardin (D) • Thomas McMillen (D) • Steny Hoyer (D) • Kweise Mfume (D) • Constance Morella (R) • **MASSACHUSETTS** • Joe Moakley (D) • Nicholas Mavroules (D) • Edward Boland (D) • Gerry Studds (D) • Silvio Conte (R) • Edward Markey (D) • **MICHIGAN** • Paul Henry (R) • Dale Kildee (D) • Bill Schuette (R) • Robert Davis (R) • David Bonior (D) • George Crockett (D) • William Ford (D) • Bob Carr (D) • Carl Pursell (R) • John Dingell (D) • Dennis Hertel (D) • Guy Vander Jagt (R) • Bob Traxler (D) • **MINNESOTA** • Timothy Penny (D) • Bruce Vento (D) • James Oberstar (D) • Martin Sabo (D) • Gerry Sikorski (D) • Arlan Strangeland (R) • **MISSISSIPPI** • Mike Espy (D) • Wayne Dowdy (D) • **MISSOURI** • William Clay (D) • Richard Gephardt (D) • Ike Skelton (D) • Alan Wheat (D) • Gene Taylor (R) • Bill Emerson (R) • Harold Volkmer (D) • Jack Buechner (R) • **MONTANA** • Pat Williams (D) • **NEBRASKA** • Hal Daub (R) • **NEVADA** • James Bilbray (D) • Barbara Vucanovish (R) • **NEW HAMPSHIRE** • Robert Smith (R) • **NEW JERSEY** • James Florio (D) • James Howard (D) • Matthew Rinaldo (R) • William Hughes (D) • Robert Torricelli (D) • Robert Roe (D) • James Saxton (R) • Frank Guarini (D) • Bernard Dwyer (D) • Christopher Smith (R) • **NEW MEXICO** • Bill Richardson (D) • **NEW YORK** • George Hochbruekner (D) • Thomas Downey (D) • Robert Mrazek (D) • Norman Lent (R) • Raymond McGrath (R) • Floyd Flake (D) • Gary Ackerman (D) • James Scheuer (D) • Thomas Manton (D) • Charles Schumer (D) • Edolphus Towns (D) • Major Owens (D) • Stephen Solarz (D) • Charles Rangel (D) • Robert Garcia (D) • Mario Biaggi (D) • Joseph DioGuardi (R) • Benjamin Gilman (R) • Sherwood Boehlert (R) • George Wortley (R) • Frank Horton (R) • Samuel Stratton (D) • Bill Green (R) • Ted Weiss (D) • Gerald Solomon (R) • Hamilton Fish (R) • David Martin (R) • Jack Kemp (R)* • **NORTH CAROLINA** • Walter Jones (D) • David Price (D) • Stephen Neal (D) • Charlie Rose (D) • James Clarke (D) • **OHIO** • Donald Lukens (R) • Bob McEwen (R) • Thomas Luken (D) • Clarence Miller (R) • Dennis Eckart (D) • Thomas Sawyer (D) • James Traficant (D) • Douglas Applegate (D) • Edward Feighan (D) • Mary Rose Oakar (D) • Louis Stokes (D) • John Kasich (R) • Ralph Regula (R) • Marcy Kaptur (D) • Michael Oxley (R) • Delbert Latta (R) • Chalmers Wylie (R) • **OKLAHOMA** • James Inhofe (R) • Mickey Edwards (R) • Mike Synar (D) • **OREGON** • Peter DeFazio (D) • Ron Wyden (D) • Les AuCoin (D) • Denny Smith (R) • **PENNSYLVANIA** • William Gray (D) • Robert Borski (D) • Joe Kolter (D) • Gus Yatron (D) • Curt Weldon (R) • Peter Kostmayer (D) • Bud Shuster (R) • Joseph McDade (R) • Paul Kanjorski (D) • John Murtha (D) • Lawrence Coughlin (R) • William Coyne (D) • Don Ritter (R) • George Gekas (R) • Doug Walgren (D) • Bill Goodling (R) • Joseph Gaydos (D) • Tom Ridge (R) • Austin Murphy (D) • William Clinger (R) • Thomas Fogliette (D) • Robert Walker (R) • **RHODE ISLAND** • Claudine Schneider (R) • Fernand St Germain (D). • **SOUTH CAROLINA** • Robin Tallon (D) • **SOUTH DAKOTA** • Tim Johnson (D) • **TENNESSEE** • James Quillen (R) • Marilyn Lloyd (D) • Jim Cooper (D) • Bart Gorden (D) • Don Sundquist (R) • Harold Ford (D) • Ed Jones (D) • **TEXAS** • Charles Wilson (D) • Ronald Coleman (D) • Mickey Leland (D) • Jack Brooks (D) • Martin Frost (D) • Henry Gonzalez (D) • Albert Bustamante (D) • John Bryant (D) • Jim Wright (D) • Jack Fields (R) • **UTAH** • Wayne Owens (D) • **VERMONT** • James Jeffords (R) • **VIRGINIA** • James Olin (D) • **WASHINGTON** • Mike Lawry (D) • John Miller (R) • Don Bonker (D) • Sid Morrison (R) • Al Swift (D) • Norman Dicks (D) • **WEST VIRGINIA** • Bob Wise (D) • Nick Joe Rahall (D) • Alan Mollohan (D) • Harley Staggers (D) • **WISCONSIN** • Gerald Kleczka (D) • Jim Moody (D) • Les Aspin (D) • Toby Roth (R) • Steve Gunderson (R) • *Sent separate letter of support.

Americans Against Government Control of Unions • William J. Olwell, Treasurer • P.O. Box 33636, Washington, D.C. 20033

Leaders Speak Out against Trusteeship: A Raw Nerve Has Been Struck

...AND JUSTICE FOR ALL

EVEN TEAMSTERS

Outrage at the attempt to place the International Brotherhood of Teamsters under a court-appointed trusteeship has been strong, vocal and widespread, from all segments of society and from all corners of the globe.

Union leaders, presidential candidates, members of the U.S. House and Senate, international trade unionists, law professors and practicing attorneys—all have spoken out loud and clear against the June 28th suit filed by the Department of Justice.

One of the most incensed international leaders, and one of the first to voice opposition to any such takeover, was AFL-CIO President Lane Kirkland. This widely respected labor leader warned that "such a step would undermine the free trade union movement." He also advised that "other laws exist—notably the Landrum-Griffin Act—under which the government can move against union officials found to have committed crimes."

An important international union chief executive officer, William H. Wynn, president of the 1.3 million member United Food and Commercial Workers Union, issued a formal statement accusing the U.S. government of "trying to deny freedom in the name of 'freedom.' "

Wynn said: ". . . Government control of unions is evil, no matter how the government rationalizes its actions. . . . If one government agency can seek new elections under new rules just because it doesn't like the outcome of an election held under procedures another government agency previously approved, then what is the point of having elections? The scheme by the Meese Justice Department for a government takeover of unions has been universally condemned ever since the idea was 'leaked' last fall. A majority of the members of Congress have signed a letter deploring the proposed action as striking 'at the very foundation of our democracy.' "

Wynn called the Justice Department's lawsuit a "travesty," faulting both President Reagan and Vice President Bush for their telling silence.

President Gerald McEntee of the American Federation of State, County, and Municipal Employees (AFL-CIO) agreed with President Wynn in his statement, "The Justice Department's lawsuit is the wrong way to ensure honest and democratic unionism. The government should rigorously enforce the laws already on the books against racketeers and any individuals who betray the trust of union members."

Americans from coast to coast, irrespective of their political leanings or personal philosophies, have voiced their resentment of any trusteeship of a labor union imposed by the federal government, and many of their elected representatives in the U.S. Congress have brought their constituents' sentiments to the attention of the entire government.

One of the most vocal of Congress's anti-takeover majority was U.S. Senator Orrin G. Hatch (R-UT), who censured the Justice Department for possibly failing to adhere to the law of the land. Senator Hatch pointed out that, "Our Constitution and Bill of Rights guarantees institutions the right of association and guarantees institutions the right to exist in our democratic society."

Talk of a government takeover also seriously offended and riled Congressman Jack F. Kemp (R-NY), who blasted the Justice Department's suit, warning: "The United States government is not meant to be in the business of taking things over. It shouldn't take over newspapers. It shouldn't take over schools. It shouldn't take over corporations, and it shouldn't take over unions."

Justice Department On Thin Ice

Outrage over the Justice Department's suit has come not only from these two highly respected members of Congress, but also from major political leaders in both the Republican and Democratic parties. Senator Paul Simon (D-IL) commented, "I think we're getting on very thin ice here."

The takeover of the Teamsters has been formally opposed by 264 members of the U.S. Congress. After the rumor was first leaked out of the Department of Justice and prior to the June 28 action by U.S. Attorney Rudolph W. Giuliani, a total of 264 members of Congress co-signed a hard-hitting letter to then-Attorney General Edwin Meese, warning that, "the imposition of trustees to administer an international union by the government is, on its face, inherently destructive of the ability of workers to represent and speak for themselves through their union."

A liberal/conservative cross section of the U.S. Senate is also on record against the Justice Department's proposed action. Representative of this bipartisan Senate coalition is a commentary from Senator Hatch, who said that it was ludicrous for the government even to contemplate putting the largest independent union in the U.S. under government control.

A raw nerve has been struck not only in the world's oldest democracy, the United States, but also in other democratic nations which look to the U.S. as a role model for their governments and institutions. Millions of workers in these and other nations are united under the banner of the International Confederation of Free Trade Unions (ICFTU), which took a strong stand against the U.S. government concerning the lawsuit.

Reflecting the disappointment by other nations in the U.S. government's action was a letter from the ICFTU under the signature of ICFTU General Secretary John Vanderveken. He wrote President Reagan, Secretary of State Shultz, Labor Secretary Ann McLaughlin, Attorney General Edwin Meese III, and Acting Associate Attorney General Francis A. Keating, that, "the ICFTU was gravely disturbed by the decision of the U.S. Department of Justice to initiate court action aimed at imposing government controls on the International Brotherhood of Teamsters." The General Secretary also wrote that the "action against the entire union poses a grave threat to the internationally recognized right to freedom of association for the Teamsters' members and indeed all union members."

The support from other trade unions' executive officers and from trade unionists all across the nation, from members of the U.S. Congress and from labor organizations worldwide, has been most welcome. Such encouragement for the IBT from these groups probably came as no surprise to the Department of Justice. However, there might have been an element of surprise for the Department when unbiased attorneys and high-level members of the nation's courts spoke out against the takeover.

Our Constitution and Bill of Rights guarantees institutions the right of association and guarantees institutions the right to exist in our democratic society.

—U.S. Senator Orrin G. Hatch

In a June 30, 1988, *Wall Street Journal* article, entitled, "U.S. Criticized for Attempt to Impose Controls on Teamsters Prior to Trial," it was reported that two New York attorneys had criticized the Justice Department for its lawsuit. According to Irwin Bluestein of the New York law firm of Vladeck, Waldman, Elias, and Engelhard, the government's suit "is a totally unwarranted intrusion into labor law where there exists enough regulation." And from Lewis Kaden, a lawyer who teaches labor law at Columbia University, came the analysis that lumping guilty and innocent Teamsters leaders together under RICO (Racketeer Influenced and Corrupt Organizations Act) "runs the risk of guilt by association."

Even before the lawsuit was filed, Meese was given a sound warning from another attorney general—California Attorney General John Van de Kamp—about the proposed takeover. Van de Kamp sent a communique to Meese and stated that, (use of RICO) "would be felt with chilling force throughout the labor movement. A governmental takeover of this scale would inevitably put a damper on the legitimate efforts of working people and others to express themselves through organizations of their own choosing."

The word has come, from far and wide, that the Justice Department's lawsuit is ill-conceived, and that it goes against the grain of millions and millions of people, regardless of their positions in society. It is hoped that the global outrage will compel the government to reconsider its plans for a trusteeship.

On July 7, a federal judge, U.S. District Court Judge David Edelstein, refused to appoint a monitor for the Teamsters Union. Instead, he scheduled a trial date for February 27, 1989 for the government's civil racketeering lawsuit.

During the period of time between now and February 27, it is important that all American citizens and workers, and their brothers and sisters across the globe, keep this thought in mind: It would be a sad day in the history of the United States and of the free trade union movement if a trusteeship of an international union were imposed on *any* labor organization in America.

UPS' Air Crew Signs Pact

The Teamsters and United Parcel Service have signed two new agreements which brings the complete UPS air operation under the National Master United Parcel Service Agreement. These two agreements, one covering aircraft mechanics and the other covering flight crewmembers, are Supplements to the Master Agreement which expires July 31, 1990. By the end of the year, these two supplements will cover approximately 1,700 employees. These new Teamsters are members of Local 608 in Louisville, Kentucky.

Prior to negotiating these contracts, UPS had subcontracted the air operation portion of the work. Teamsters handled only the ground transportation.

The emergence of the air segment as an integral part of UPS' overall operation was evident in last year's national negotiations. The air operation was discussed at length and, for the first time, guidelines for the handling of air packages were made part of the Master Agreement. These guidelines, however, covered only ground transportation.

The Teamsters and United Parcel Service had an agreement that UPS would cease the subcontracting of air work if they ever acquired or started their own separate air operation.

In the fall of 1987, UPS purchased International Parcel Express (IPX), which included their air operation. When all the details of the purchase were completed, the IBT's Parcel and Small Package Trade Division immediately began the process of getting cards signed by former IPX employees and setting up the new bargaining units. Once the aircraft mechanics and the flight crewmember units were in place, contract negotiations began.

UPS is now in the midst of their transition period of changing from subcontracted employees to permanent Teamster employees. The transition should be complete by the end of the calendar year.

The addition of these two bargaining units to the National Master United Parcel Service Agreement is particularly important because of the increased role of air operations in the small package industry. The addition of these two units also means that all movement of UPS packages is now done by Teamster employees.

Plant Closing Victory in Senate

On July 6, the United States Senate gave strong support to the labor-backed plant-closing notification bill, approving the measure by a veto proof 72 to 23 vote.

This Senate action on the measure to require companies to give workers 60 days' warning of plant closings or major layoffs came less than a month after the Senate failed to override President Reagan's veto of an omnibus trade reform bill because it contained a similar plant closing provision.

Grassroots Pressure

The grass roots pressure to pass the bill, which had been skillfully generated by the Teamsters and others in the labor movement, obviously had the desired impact as 12 Republican Senators who had supported President Reagan's veto in June voted to approve plant closing in July.

In a press statement, Teamsters praised Senate passage of the bill as "an act of essential fairness and reasonableness in response to a wave of industry closings and relocations that has left hundreds of thousands of American workers in fear and despair."

Nearly Unchanged Provision

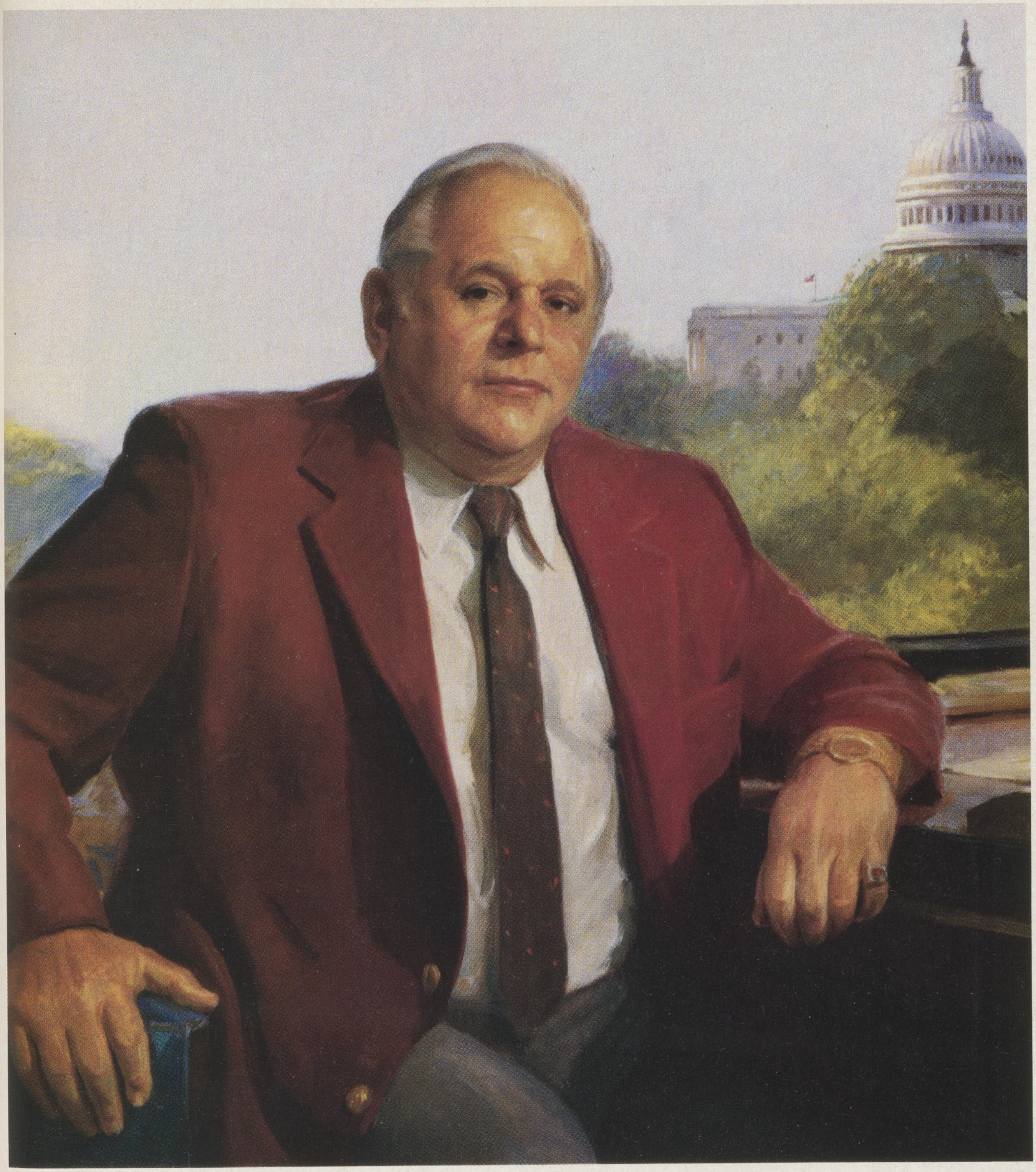
As passed by the Senate, the plant closing bill is nearly unchanged from the provision that was part of the trade reform package. The legislation requires firms with more than 100 workers to give workers 60 days' notice of a plant closing that would require 50 or more workers at one site to lose their jobs.

A 60-day notice would also be required before a layoff of six months or longer if they constitute one third of the workforce, or for a layoff of 500 workers, even if they did not constitute one third of the workforce.

The notice requirement would not apply to part-time (less than 20 hours a week) or temporary workers, or to employees who were offered transfers to jobs within commuting distance or who would be employed by the purchaser of a business.

Firms Would Be Subject to Fines

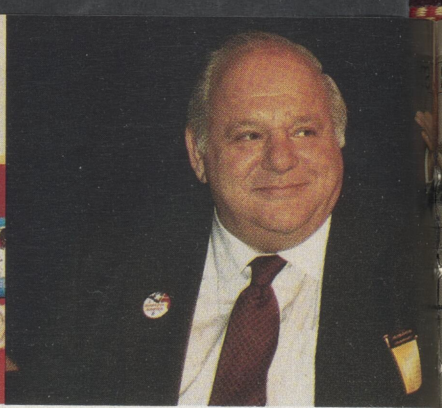
Firms would have to pay their workers a day's pay plus the value of fringe benefits for each day the required notice was not given, and could be required to pay local communities up to $500 a day. As in the original bill, the notice requirement would not apply if the closing or layoff were caused by unforeseen business circumstances.

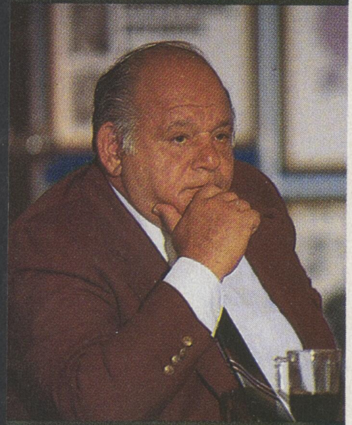


Jackie Presser

1926–1988

In Memoriam





Excerpts from Senator Orrin G. Hatch's Eulogy for Jackie

There is perhaps no better tribute to Jackie Presser than the people who are gathered here today in his memory. Rank and file union members, politicians, businessmen and women, civic leaders, religious leaders—all are reflection of the thousands of people that Jackie touched during his life. The diversity of this audience is an accurate representation of the diversity of the man. Jackie was one of those rare few who had the unique ability to walk in all circles of our society and never lose his sense of himself.

I hope that Jackie will be remembered for what he accomplished, for his dreams and aspirations. I hope he will be remembered as a labor leader who proved that a union must be more than simply a bargaining agent, that it must never lose contact with its members and the ability to respond to their needs. I hope he will be remembered as a leader who protected his retirees, who fought for their benefits, who built them homes when they needed them, and knew the importance of daily attention to social services.

I hope Jackie will be remembered as a man who helped those in need. For years, he raised money for the Parents Volunteer Association for Retarded Children. He was always quick to lend his name for charitable drives, fund-raising dinners and special events. He was founder of the Teamsters Joint Council Sports Committee which is well known for its help and support for those with handicaps and the disadvantaged.

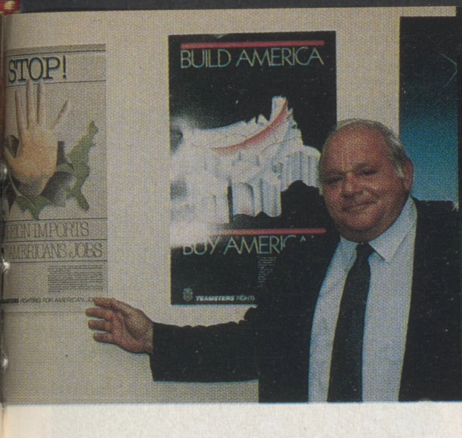
I hope he will be remembered as the International President of the Teamsters who brought the union back into the AFL-CIO, who began the difficult task of trying to reshape the public's perception of his union.

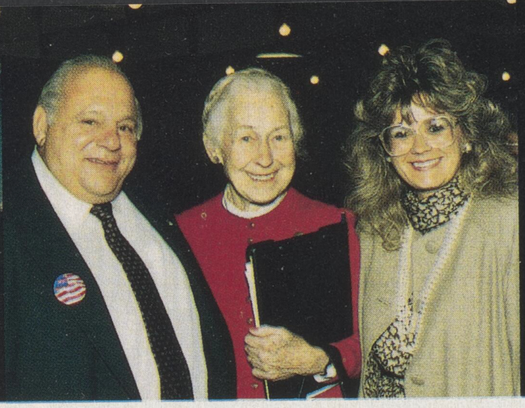
In measuring a man's life, we ask whether he made a difference, if the sum total of his efforts benefited his family, his community and his country. Are we different because of his li and his works?

Jackie Presser made a difference. He made a difference t Cindy and his family. He mad a difference to the thousands o Teamsters in the Cleveland are He made a difference to the 1. million members of the International. He made a differenc to the children, to the aged, an to others who benefited fro the numerous civic organizations he supported and helpe finance. He made a difference t the state of Israel, and receiv an award from the countr prime minister for his efforts And, he made a difference t members of other unions wh repeatedly came to him for help

May Jackie Presser stay gentl with God, may he rest from th days of adversity, and may h never be forgotten by the thousands he helped through hi affection, his leadership and hi friendship. We will miss you Jackie. You were one who mad a difference.

TEAMSTER CONFERENCE ON
WOMEN IN THE WORK
NOVEMBER 14-16 · DALLAS, TEXAS
HYATT REGENCY
DALLAS





Excerpts from Cleveland Mayor Voinovich's Remarks at Funeral Service

I'm here this morning to extend condolences—first on behalf of the Voinovich family, and second on behalf of the greater Cleveland community on the passing of a good friend—and one of this community's outstanding labor and civic leaders.

A man who was intensely proud of his city, and one who did everything in his power to help it succeed and experience a renaissance.

He was unsung in the variety of ways that he pitched in and helped in 1979 and the early '80s to move Cleveland in a new direction. . . .

From my perspective, Jackie was a model for the kind of civic leadership that a labor leader should exercise on behalf of the community.

I'll never forget his insistence that labor play a major role in the Greater Cleveland Growth Association.

I'll never forget his leadership in creating the Greater Cleveland Roundtable—Cleveland's first urban coalition to tackle the problems of housing, jobs, racism and education. He was its first housing chairman. I remember Jackie saying, "Some of these guys have never been in Cleveland's neighborhoods. Let's open their eyes." And one Saturday morning we got on the Teamsters bus and took them into our city's neighborhoods.

I sincerely believe that because of that ride, our business community is now involved in housing rehabilitation.

I'll never forget how important he thought it was for us to improve our labor-management image and helped create the roundtable's labor-management committee.

I'll never forget his active role on the Planning and Ways & Means Committee of the Operations Improvement Task Force that has saved our city millions of dollars and helped lead us to three all-America city awards.

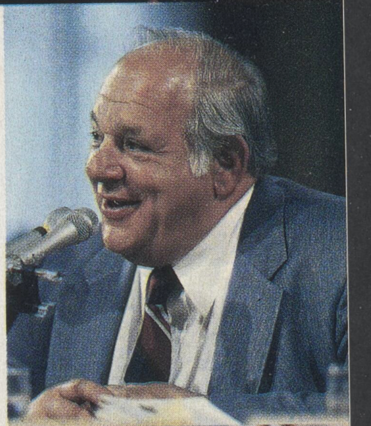
I'll never forget his willingness to serve on our Cabinet Search Committee, whose main goal was to get the best people to work for our city in cabinet positions—and his leadership role in 1981 when I needed to get our labor unions to sign a compact on wages so that we could get our tax increase passed in 1981. . . .

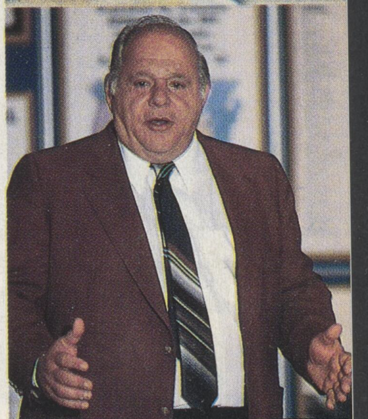
A lot will be written about Jackie Presser. I hope that one chapter will be on how he, as a labor leader, made a difference in Cleveland. For if America is to survive—if our cities are to survive—it will take labor, management and government working together.

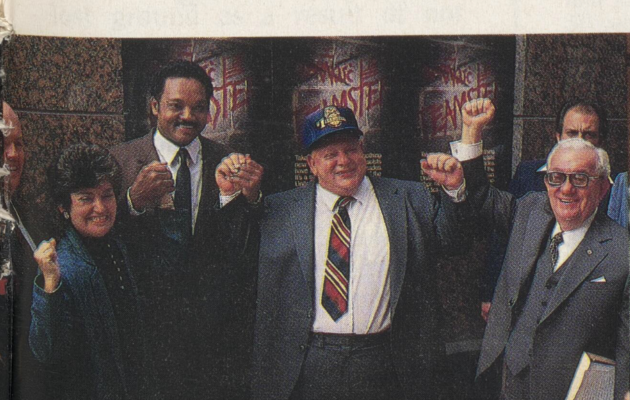
Jackie understood that, and he knew that "together we can do it."

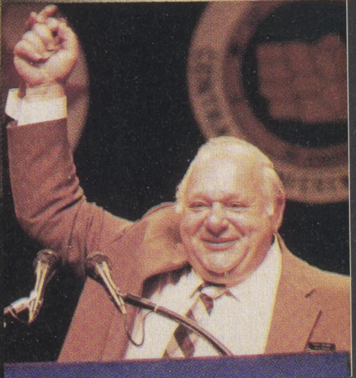
I will remember Jackie Presser as a man who loved his fellow man—a man who really cared about his city—a man who made a difference in my life and a difference in the city we all love.

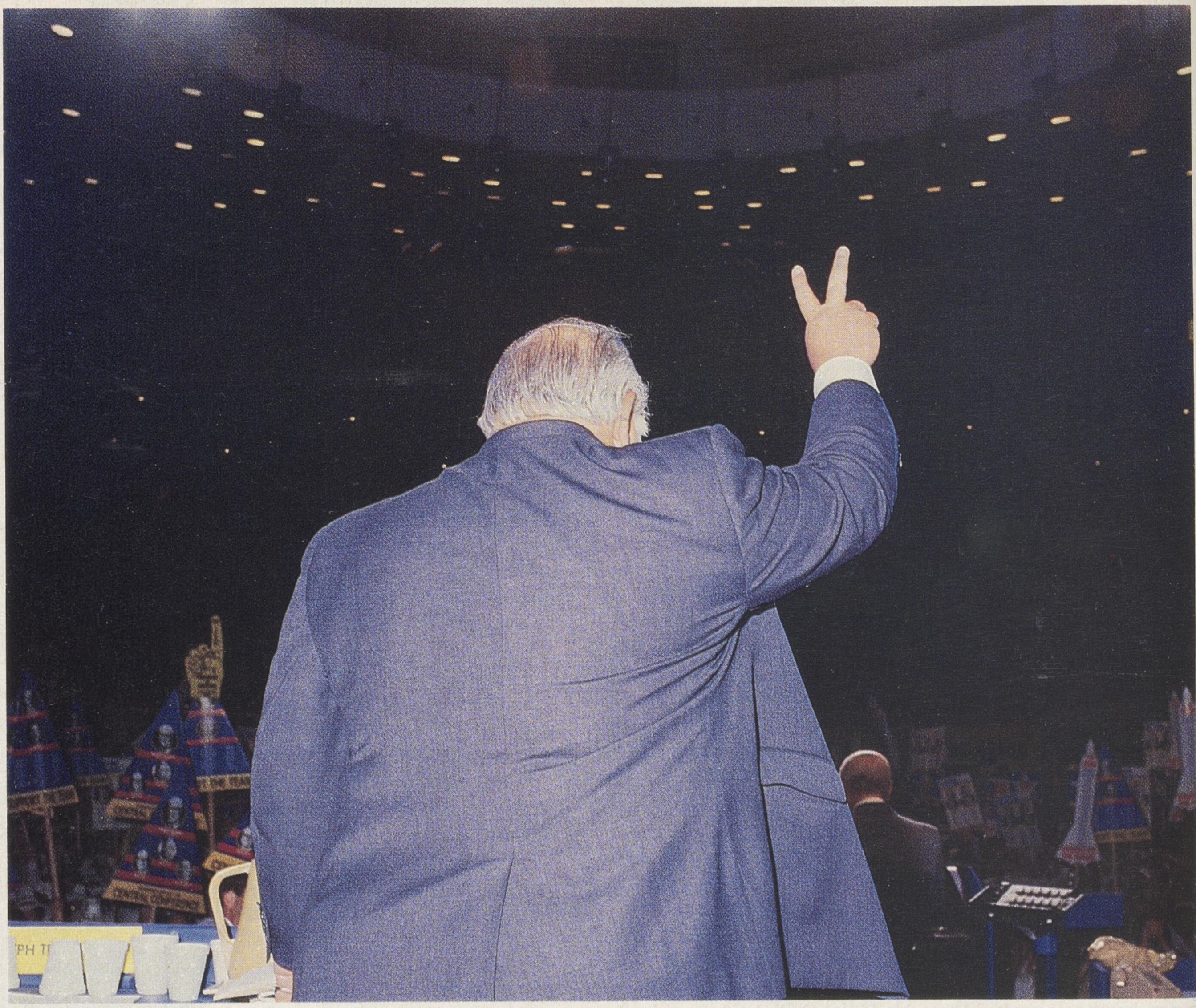
I will miss him and pray for him.











"He was a great communicator and spokesman for the needs and concerns of the working people throughout the eighties, and throughout his distinguished career, spanning some four decades. He will be sorely missed."

—The IBT General Executive Board

Teamsters File for Election at Coors

TEAMSTERS
Coors
TEAMSTERS
TEAMSTERS
TEAMSTERS

Teamster leaders hold press conference announcing the filing of the petition. Left to right are: Joint Council 3 President Harry Marshall, IBT Organizing Director Vicki Saporta, IBT Brewery Conference Director Charlie Klare, and General Organizer Jerry Schmidt.

Culminating a year-long organizing drive, the Teamsters filed a petition with the National Labor Relations Board (NLRB) on June 21 for a union election among 1,600 brewery workers at the Adolph Coors Company. The petition is supported by signatures from a majority of the brewery employees.

Approximately 30 union organizers and Coors employees personally hand delivered the required signatures and petition requesting an election to the National Labor Relations Board office in Denver.

"This is the moment we've been waiting for," said Glenn Hanson, a Coors brewery maintenance worker with 17 years seniority. "I'm not sure why Coors sells for the same price as Budweiser, yet they pay us $1–$5 less an hour." The Anheuser-Busch Company, only 50 miles away from the Coors brewery which makes Budweiser, is represented by the Teamsters.

The National Labor Relations Board has been conducting hearings to determine who will be eligible to vote in the election. Coors is contending that the appropriate unit is much larger and should include not only the brewery employees, but also employees in glass and can manufacturing. The Teamsters maintain that a brewery unit is appropriate since that was the unit represented 11 years ago when a Coors strike failed and a boycott by unions began.

Coors remains the only national brewery whose employees are not covered under an AFL-CIO agreement. Employees at Coors have lost ground as a result of not having union representation for more than 11 years.

"We're determined to bring the benefits of union representation to Coors employees," says Charles Klare, director of the Teamsters Brewery Conference. He noted that every national brewer but Coors negotiates with a union to provide written guarantees of fair treatment, working conditions, benefits, and wages. "Without a written contract, workers at Coors can never know where they stand and what they're entitled to. That must change," Klare said.

After the hearings are concluded, the NLRB will make a determination on the appropriate unit and who will be eligible to vote in the election. Klare is hoping for a relatively quick election date. By agreement with the NLRB Hearing Officer, the Teamsters and Coors are meeting privately, in parallel sessions, to explore the possibility of working out a suitable agreement on an appropriate unit.

In the meantime, Teamster organizers and Coors committee members are continuing a very active organizing campaign among the additional 2,400 Coors employees in Golden, Colorado.

Schmitt Retires after 50 Years

Morand Schmitt, administrative assistant to International Vice President and Eastern Conference Director Joseph Treretola, recently retired after a 50-year career with the IBT. Schmitt served as a member of the National Carhaul Committee for the past 12 years, and has been with the Eastern Conference of Teamsters for 22 years. Before serving on the Carhaul Committee, Schmitt was the director of several Eastern Conference divisions including the Warehouse Division and the miscellaneous Trade Division. Prior to that, he was a business agent for Local 249 in Pittsburgh, Pennsylvania—a position he held for eight years. At a retirement dinner held in his honor, Schmitt was presented with a plaque in appreciation of his years of service on the National Carhaul Committee. Pictured with Schmitt (far right) at the dinner are (left to right) Lillian Schmitt, his wife; Ian Hunter, executive director, National Automobile Transporters Labor Division; and International Vice Presidents Walter Shea and Joseph Trerotola.

Teamster Retirees Take Part in National Council of Senior Citizens Convention

Teamster retirees, representing clubs from across the nation, were highly visible participants at the NCSC convention.

Fifty years ago, America's seniors often had to rely almost totally on the good will and love of their families, on their own nest eggs if they had any, and, for the most part, on their own wits in order to survive. Their circumstances back then made the "senior years" a time to be dreaded. Theirs was, indeed, a hard row to hoe.

All this has changed dramatically in the second half of the Twentieth Century. Thanks to a number of factors such as improved health care, expanded sources of income, and especially to a new agressiveness of the part of retirement age people, America's seniors, as a group, are, by and large, self-reliant and in control of their own lives.

American Seniors: Taking Charge

That America's seniors have taken charge was made clear at the recent constitutional convention of the National Council of Senior Citizens (NCSC). Held every two years, the NCSC's convention takes place in order for the elected local representatives of the NCSC's four and one half million members in 4,800 affiliated clubs to elect national officers and to consider the Council's constitution.

With 2,000 registered delegates, visitors from a broad cross section of the U.S. population, and a host of high-level speakers, the NCSC's five-day convention, from June 6–10, in Las Vegas, Nevada, was proof positive that America's seniors are on the right track and have no intention of being sidetracked by anybody or anything.

Teamster Retirees Share Their Experiences

The NCSC is the only nonunion senior group endorsed by the AFL-CIO, and IBT Department Director Norm Greene, who heads up the International Teamsters Retiree Department, is on the NCSC's Board of Directors. The Teamsters Retiree Department took part in the NCSC's Convention, and a group of Teamsters was on hand to tell visitors and delegates about the Teamsters' widely praised Retiree Department and to share in the non-stop activities of the convention.

A number of civil rights leaders, labor leaders, and senior advocates brought greetings and spoke to the delegates. Among those nationally prominent personalities at the convention were Dr. Benjamin Hooks, executive director of the National Association for the Advancement of Colored People (NAACP); Arthur Flemming, chairman of the Save Our Security (S.O.S.) coalition; Ms. Lou Glasse, president of the Board of Directors of the Older Women's League; Jay Mazur, president, International Ladies' Garment Workers' Union (AFL-CIO); and Cesar Chavez, president, United Farm Workers of America (AFL-CIO.

State and National Politicians Support Retiree Programs

There were also many state-level and national politicians and political appointees offering their support to the NCSC in its objectives on behalf of America's senior population. Of these supporters, two were recognized by the delegates for outstanding service. The Honorable Jim Hightower, Texas Commissioner of Agriculture, received an award for his dedicated and highly visible efforts for seniors, and Lt. Govenor Leo McCarthy of the state of California was honored for his commitment to achieving nursing home reform.

Retiree Department Director Greene stated that, "The NCSC's delegates were very selective, and they decided upon the two recipients after very careful consideration. Both Lt. Governor McCarthy and Commissioner Hightower have a rare sense of commitment to seniors, not only in their own home states, but nationally as well."

Economic Issues Top Retiree Concerns

The numerous speakers and the awards ceremonies set the tone for what proved to be a very productive convention. Teamster attendees were offered seven important "issues" workshops, during which the delegates weighed all of the most important concerns for seniors. Workshops on housing and homelessness, protecting retirement income, low income and older workers, and the minimum wage were the non-health issues debated in the workshops. Such economic issues are always at the top of the list of seniors' concerns.

Health Issues Debated by Seniors

Health issues were also discussed and examined in three workshops, including, "Toward a national health program for the U.S."; "Long-term care and filling the gaps in Medicare"; and "Skyrocketing health-care costs and their impact on the elderly, workers, and the poor." Participation in at least one health issues workshop was mandatory for the delegates.

"Issues" workshops consumed much of the delegates' time, but political education and planning for organizing—or membership—drives also received a great deal of attention. The Teamsters who were on hand had considerable insight on political action, lobbying, and on organizing.

Retired Teamsters Contribute Ideas for Future

Their very presence at the NCSC's convention was evidence that Teamster retirees always know where the action is and that they stay on top of all issues of interest to retired Americans, whether union retirees or not. Their willingness to travel and to state the Teamster retirees' cause, and their unique contribution to all of America's senior population, are recognized nationwide not only by senior advocacy groups such as the NCSC, but also by local and state governments and the federal government, by businesses, by non-profit groups, and by almost every civic-minded entity in the United States. It was, therefore, fitting that Teamster retirees were there with the delegates to the NCSC's convention in Las Vegas, to be an important part of one of the most important movements in modern America.

Teamster Appointed to NCSC Housing Management Corporation

Pictured from left to right are: Teamster Retiree Housing Department Director John J. Joyce; Jim Chmelik, chief executive officer of the NCSC Housing Management Corporation; NCSC President Jacob Clayman; and Robert Mozer, NCSC General Counsel.

Another representative of a Teamsters Union department, John J. Joyce, director of the IBT Retiree Housing Corporation, had an important contribution to make to the National Council of Senior Citizens' (NCSC) convention. At the convention, Joyce was nominated to serve on the board of the NCSC's Housing Management Corporation. His appointment took effect in July of 1988.

The NCSC has sponsored 30 housing facilities across the nation, with a total of 3,247 units for elderly and handicapped citizens. Its programs are developed in areas with a high concentration of low-income senior citizens and are located wherever a need exists, whether the need occurs in a metropolitan area or a rural area. Developed in a manner similar to the Teamsters' program—with funding from the federal Department of Housing and Urban Development's "Section 202" construction program—the NCSC has been very sucessful for 14 years in its co-sponsorship and management of such housing ventures. Its initial successes led the NCSC in 1978 to create a subsidiary, the "Housing Management Corporation," to assume full responsibility for the growing number of housing programs and their continued development.

Since the creation of the corporation, a number of unions have sought to join with the NCSC in efforts to develop retiree/handicapped housing, but the IBT's record of success with its own programs has brought overwhelming attention to, and praise for, the IBT's numerous ventures.

The close parallels between the programs of the Teamsters Union and the NCSC's Housing Management Corporation led both organizations to seek a closer association in their shared housing objectives. According to the chief executive officer of the NCSC Housing Management Corporation, Jim Chmelik, "The NCSC is pleased that the Teamsters, with their substantial investment in this cause, have joined with the NCSC to further the nationwide goal of providing safe, decent, and affordable housing in which our nation's elderly and handicapped citizens can live with respect and dignity."

"Union YES" Campaign Spreads Labor's Message to American Public

By now, most Americans have had an opportunity to see the well-received "Union YES" commercial spots, launched on national TV networks in mid-May.

Under the slogan, "America Works Best When We Say Union YES," the advertisement features both celebrity and rank-and-file union members at their work sites, telling the country how their unions have helped them on the job.

Starring such well-known personalities as screen actor Jack Lemmon and TV's Tyne Daly ("Cagney and Lacey") and Howard Hesseman ("Head of the Class"), the ads feature a new labor theme song and the now familiar "Union YES" logo (shown here) with an animated "check mark" graphic, signifying labor's active role and positive influence on the job and throughout the nation.

The "Union YES" campaign has been designed to reach out to both current union members and the public at large, especially younger workers who are eligible to join a union. It provides a vehicle for spreading labor's message to workers across the country.

The "Union YES" campaign, funded at the 1987 AFL-CIO Convention to highlight the positive nature of labor unions, is only the beginning of a multilevel effort throughout 1988 and 1989 to improve the public's understanding of unions and to expand labor's representation of millions of young workers who don't now enjoy the benefits of a union contract.

A new commercial, featuring Jack Lemmon and other union members, will air during the 1988 Summer Olympics this September. Additional ads will be produced and scheduled during the next year.

At least one spot will feature the union members who best explain "Why I Said Union YES!"—the membership involvement campaign which uses real union workers telling their own stories.

AMERICA WORKS BEST
WHEN WE SAY...
UNION
YES ☑

NBC, which will broadcast the Olympic events, is projecting that some 87 million households—96 percent of the entire United States—will watch the games.

Lemmon, who will star in the Olympic spots, does not endorse products in commercials. However, he agreed to do the "Union YES" ads because of his strong belief in the labor movement.

Says Lemmon, "I believe in unions—I always have. And I said yes to the union movement, because America's working people today need unions as much as they ever have and we have to tell the public—expecially the younger people—that they can have a meaningful voice on the job."

Teamsters couldn't agree more, or say it any better.

TLA Participants

The Teamster Leadership Academy convened the week of June 6 at the International's headquarters in Washington, D.C. An enthusiastic group of 31 participants, representing 18 local unions, attended the week-long seminar. Class participants included: Secretary-Treasurer Joel Crouch, Local 57, Springfield, Oregon; Business Agent Marty Crandall, Organizer James Voelzow, and Business Representative Lee Nelson, Local 150, Sacramento, California; Business Agents Donald Boggini and Leroy Miller, Local 287, San Jose, California; Trustee James R. Barnes, Sr., Local 301, Waukegan, Illinois; Business Agents Allen Bost and Claude Gray, Local 391, Kernersville, North Carolina; Trustee Michael Paventi and Recording Secretary Jack Fortesque, Local 436, Cleveland, Ohio; Business Agents Donald Melvin and Robert Bayusik, Local 443, New Haven, Connecticut; and Recording Secretary Kevin McDermott, Local 570, Baltimore, Maryland. Also in attendance were: Business Representative Keith Hall and Phil Maloney and Organizer Cruz Martinez, Local 630, Los Angeles, California; Secretary-Treasurer David Powell, Vice President Richard Rodriquez, and Business Representative Bruce Kuhn, Local 665, Daly City, California; Vice President Paul Jones and President Armando Venegas, Local 692, Long Beach, California; President Joe E. Goodyear and Vice President Allen Stryker, Local 752, Glendale, Arizona; Business Agent Peter Furtado, Local 814, Long Island City, New York; Secretary-Treasurer Chester S. Abbott, Local 829, Boston, Massachusetts; Organizer Julie Wall, Local 856, San Francisco, California; Secretary-Treasurer Bobby Davidson and President Dale McGhee, Local 955, Kansas City, Missouri; Secretary-Treasurer Walter Chambers, Local 1035, South Windsor, Connecticut; and President Gene Schulkers, Local 1717, Ft. Thomas, Kentucky.

Teamster Son Wins the "Gold" In Karate Competition

Gus Nickolas, secretary-treasurer of Teamsters Local 92 in Canton, Ohio, is justifiably proud of his son Chris, who recently won the gold medal in the 70-kilometer karate competition in the North American Cup event held in Monterrey, Mexico. Chris and his U.S. teammates also won the Cup for the second year in a row.

This father and son duo are world-class champions because they both stuck to what they set out to do—to give life their best.

Gus Nickolas underwent surgery to remove a malignant tumor the same weekend his son Chris was to compete in the karate competition. It was a tough decision for Chris to go to Mexico, rather than to stay home with his father, but Gus understood and encouraged him to go. There was no way Gus would let Chris pass up the North American Cup Competition. He knew his son was a champion and wanted Chris to prove it to the rest of the country.

Before Chris' departure for Mexico, he and Gus made a solemn pact. Chris would have to return from Mexico with the individual gold medal, and in return, Gus would have to come through his surgery with flying colors. The pact was honored.

When Chris returned to Ohio, he rushed to the hospital and laid the gold medal on Gus's bed. It was a magical moment for both of them to know that they both had done what they set out to do.

In addition to his individual gold medal, Chris earned a silver medal in the "team fighting" competition and a bronze in the 75-kilometer division. The Teamsters are proud of Chris and the U.S. Karate Team, and the IBT wishes them much luck in the years to come.

As for our Teamster champ, Gus's surgery was considered a success, and the doctors are confident that they removed all of the malignant tissue. Gus's prognosis is good.

Chris Nickolas (center), captures the gold medal in the 70-kilometer karate competition of the North American Cup held in Mexico.

Pictured left to right are: Gus Nickolas, Vicki Rosenberg (Chris' girlfriend), Lucille Hull (Chris' mother), and Chris.

Local 19 Airline Division Stewards Attend Workshop

TEAMSTERS
LOCAL 19
AIRLINE DIV.

Local 19 in Grapevine, Texas, with the help of the International's Education Department, recently conducted a Shop Stewards Workshop. Stewards from Braniff, Southwest and Pan Am Airlines were present along with the Aviall and Dalfort stewards representing aviation overhaul and repair companies in Local 19. Also represented was National Car Rental.

Tom Burnette, president of Local 19, opened the workshop by expressing Local 19's thanks for the participation of the stewards and highlighting their importance to the labor movement. The stewards were provided with history of the Teamsters when the Texas Conference of Teamsters President Charles Haddock addressed the session. International Representative Joe Allgood spoke on the Teamsters' DRIVE program.

The stewards were then led through discussions concerning grievance handling. After a barbeque lunch, prepared by Local 745 members, the stewards concluded the day with a film taking the group through the full cycle of a grievance, from the initial violations until the final and binding arbitration award was won. The seminar concluded with a graduation of all stewards and further word of appreciation for the backbone of the union—the steward.

Texas Teamsters: Major DRIVE Contributors

Is it any surprise that since the Teamsters' DRIVE program is the largest political action committee in America that Texas would be one of its largest contributors? "We do everything big!" is a boast that those living outside the "nation-state" of Texas have endured for generations. Once again, the Texans are true to their word.

Despite the fact that only 40,000 of the nation's 1.6 million Teamsters call Texas their home, the state of Texas is once again a leader in contributing to DRIVE. "It really is amazing that we are near the top considering our size," notes Charles E. Haddock, president of the Texas Conference of Teamsters. Pressed for reasons why the DRIVE program has been so successful in Texas, Haddock says that the members know they have to work a little harder in order for labor's message to be heard by politicians in the state.

Texas has some of the most conservative political districts in America. While working people do have supporters in Texas's congressional delegation and in the state government, there really is no middle ground; politicians here tend to be either strong supporters of legislation advancing the interests of workers and their families, or downright hostile.

Texas, which has a right-to-work law, has one of the lowest rates of unionization in the country. "It's a fight from the time you get up until the time you go to bed just to survive," according to Haddock. "Anti-unionism is fundamental to the thinking of the most conservative politicians in the state."

Texas in Transition

Texas's rapid economic growth over the last couple of decades has spread enormous wealth among many Texas businessmen and businesswomen, yet living standards in the state vary widely. Many workers have not shared in the prosperity. The lurching oil economy has also hampered the ability of the state's traditional political alignments to cope with an evolving political environment.

The uneven starts and stops of Texas' economy have spurred many workers to jump from one political camp to the other, based on the condition of the economy at election time. Statewide races are now highly contested. While this has created an era of political uncertainty, it has also presented workers with an opportunity to chart the state's political future. With elections being so close in many campaigns, working Texans and their families can be the pivotal voting bloc in deciding elections.

"Our goal is to get every Teamster member in Texas involved in DRIVE and to get everyone registered to vote," Haddock declares. "We can have an important impact on politics in Texas."

Haddock believes that it is essential for the union to start strengthening its political presence now. "The only way we can save the labor movement in this country is political action," he advises. "Politics is an essential way of life. Anything you do in life is influenced through politics in one way or another."

Teamsters throughout the state agree with Haddock's assessment. Richard A. Hammond, president of Local 988 in Houston, recently initiated two voter registration drives where 7,000 new voters signed up to participate in upcoming elections. Additionally, the union has just kicked off a third registration drive that will run through October.

Hammond, who also lobbies in the state capital, Austin, cites a number of examples where the hard work and grassroots campaigning of Teamster members have helped build a coalition of progressive forces helping to advance the interests of working people. These areas include: improvements in the state's workmen's compensation law; the avoidance of a state income tax; protection of monies dedicated to education from oil and gas taxes; preservation of the election, rather than the appointment, of judges and state school board members; and the defeat of statewide motor carrier deregulation on three occasions.

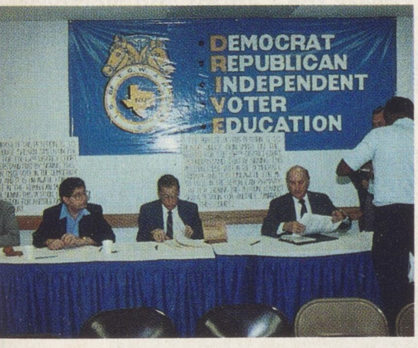
Raleigh Mull, Jr., president of Local 657 in San Antonio, is working to register new voters and recommends that "everyone get involved and elect supportive candidates. . . . This election year is very important for all Teamsters, and particularly for those members in Texas where we are having an effect and getting the attention of politicians," Mull notes.

The Texas Teamsters throw out a challenge to all Teamsters to try to become active in the DRIVE program and in political action. Haddock encourages "all Teamsters to participate in DRIVE because everyone will benefit, especially those in the union shop states where industrial plants are leaving and migrating to the south.

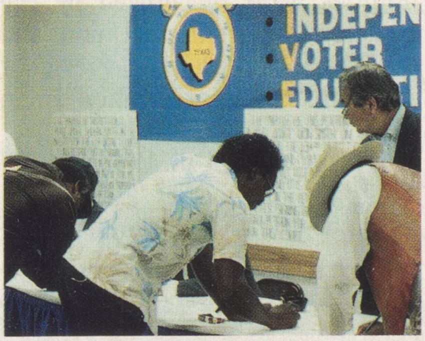
"Those plants are moving here to take advantage of lower wages and benefit payments," Haddock points out to non-Texan Teamsters. He believes that we need legislation that will repeal the right-to-work law in Texas and will stop the migration for cheaper wages. "Every dollar that the Teamsters in Illinois, New York, Pennsylvania, California and other states contribute to the DRIVE program, will help keep union jobs in those states," Haddock concludes.

Texas Drives the Message Home

Charles E. Haddock, president of the Texas Conference of Teamsters, (fourth from right) was recently elected vice president of the state AFL-CIO. Shown here at his swearing in ceremony are (from left) Richard Hammond, president, Local 988; J. D. Potter, business agent, Local 19; Thomas Burnette, president, Local 19; Joe D. Gunn, secretary-treasurer, Texas AFL-CIO; Haddock; Harry Hubbard, president, Texas AFL-CIO; Raleigh Mull, Jr., president, Local 657; and Laird F. Evans, secretary-treasurer, Local 568.


DEMOCRAT
REPUBLICAN
INDEPENDENT
VOTER
EDUCATION

Texas State District Judges (from left) Gurrero, Ellis, Shern Smith, Touchy, and Don Smith used Local 988's headquarters for their ballot petition signings.


INDEPEN
VOTER
EDU

Local 988 registered 7,000 new voters in recent political action programs.

AUTO CONVOY
DALLAS, TEXA

These members of Local 988 in Houston, Texas, recently joined DRIVE.

Haddock encourages more than 600 members of Local 997 in Fort Worth, Texas, to get active in DRIVE.

DRIVE Director Wallace Clements (right) and Burnette sign up Local 19 members working for Southwest Airlines.

Defend Your Union, Your Job, Your Contract....
CHECK OFF FOR DRIVE
VOTE FOR DRIVE

Local 19's Secretary-Treasurer Thomas Burnette gives a $5,000 DRIVE contribution to congressional candidate Jo Ann Reyes.

Teamsters working for Jones Truck Lines and represented by Local 745 are 100% supporters of DRIVE.

Local 577's shop stewards at Iowa Beef in Amarillo, Texas, helped build DRIVE membership under the direction of Local President Jerry McCown.

DRIVE is supported by 100% of Local 577's UPS members working at the Midland, Texas, center.

Bennett 1988 Receives United Labor Award of Merit

Howard "Whitey" Bennett, president and principal officer of Teamsters Local 294, Albany, New York, was the recipient of the United Label Award of Merit at the 61st Convention of the United Label and Service Trades Department, (UL&STD) New York State AFL-CIO. The 1988 Annual Union Label Award Dinner was held recently at the Albany Hilton Hotel, in Albany, New York.

Whitey is the first Teamster ever to be honored with this award. He has dedicated his life toward the betterment of labor conditions and the work force in New York State and the Eastern seaboard.

In his acceptance speech Whitey talked about the IBT and how the union is involved in virtually every area of the American economy, representing both white collar and blue collar. He took great pride in naming the many types of workers represented by the Teamsters Union. "They're truckers, airline employees, heavy machine operators, counter clerks, bakers and aerospace engineers," Whitey continued until the list was complete.

Bennett said that one important problem these members have in common is "they're losing their jobs. . . . And they're losing their jobs right in the middle of what the statistics say is the biggest economic recovery since World War II."

Whitey concluded his remarks, revealing that the Teamsters is dedicating the full force of the Union, the collective purchasing and voting clout of its membership, to putting a stop to global wage-chasing by American companies. "We will be putting together a piece of legislation aimed at placing some tough export controls on the job market" he said. "The Teamsters will work hard to find out just who those companies are, and to let our members and their families know that they may want to think twice about buying their products or investing in their stock."

Whitey Bennett was recognized by UL&STD for his having dedicated his entire working career to advancing the goals of trade unionism through activism in labor, civic, and community affairs.

Born in London, England, and educated in Australia, Whitey's first affiliation with the labor movement was as a merchant marine. When he settled in America, his abilities were recognized by the Seafarers' International Union, and the late John O'Rourke, President of Teamsters Joint Council 16 in New York City.

Whitey arrived in Albany, N.Y., in 1953, on special assignment with the IBT. Four years later he was elected business agent for Teamsters Local 294. In 1965, he was elected secretary-treasurer and reelected business agent. He was elected to his current position as president and principal officer of Local 294 in 1982.

Along with his other positions, Bennett serves as a trustee of the Albany Area Trucking and Allied Industries Pension Fund and as secretary-treasurer of the N.Y. State Teamsters Joint Council 18, which covers the Central and Northeastern Region of New York. Whitey is also a member of the Policy Board of the IBT Warehouse and Industrial Trades Divisions. In 1987 he was appointed to the seven-member Policy Committee of the Eastern Conference.

New York Teamster Electricians Graduate

Local 363 in New York City hosted, through its apprenticeship and training committee, its eighth annual dinner honoring those who successfully completed courses in electricity, blue print reading and motor control wiring. The event was well attended by approximately 375 people from all aspects of organized labor. Local 363 President Joseph C. Canizio complimented the students on their outstanding academic accomplishments and welcomed them as new members of the growing family of Teamsters involved in the contruction industry. Also congratulating the graduates was Eastern Conference of Teamsters Administrative Assistant W. Fleming Campbell. Among the honored attendees were Sheet Metal Workers International Vice President Arthur Moore; Carpenters International Vice President Charles Claytor, IBT Eastern Conference Building and Construction Trade Division Director Robert Sasso, Pete Cresenti of the Hotel Trades Council, and Recording Secretary of IBT Joint Council 16 Anthony Distinti. Thomas J. Carlough, director of the Apprenticeship and Training Programs, awarded the certificates to the graduates. Pictured above is the fourth year apprenticeship class which was taught by Wilford Bancroft. Pictured with them are Joseph Canizio (standing fourth from left) and W. Fleming Campbell and Local 363 Secretary-Treasurer Pat Bellantoni (standing fourth and third from right, respectively).

International Brotherhood of Teamsters

'88 - '89

SCHOLARSHIPS

FOR HIGH SCHOOL SENIORS

The competition is open to sons and daughters of active, retired, disabled, deceased or recently laid-off Teamster members. Student must be a high school senior, and be in the top 15% of his/her class. Student must submit high SAT or ACT test scores. Student must show financial need. Dependents of union officers or employees may not apply. **The deadline for the completed application is November 30, 1988 and for any other additional requirements February 28, 1989.**

For high school seniors who are sons and daughters of Teamster members.

Mail in the form below for your application now!

International Brotherhood Of Teamsters Scholarship Fund

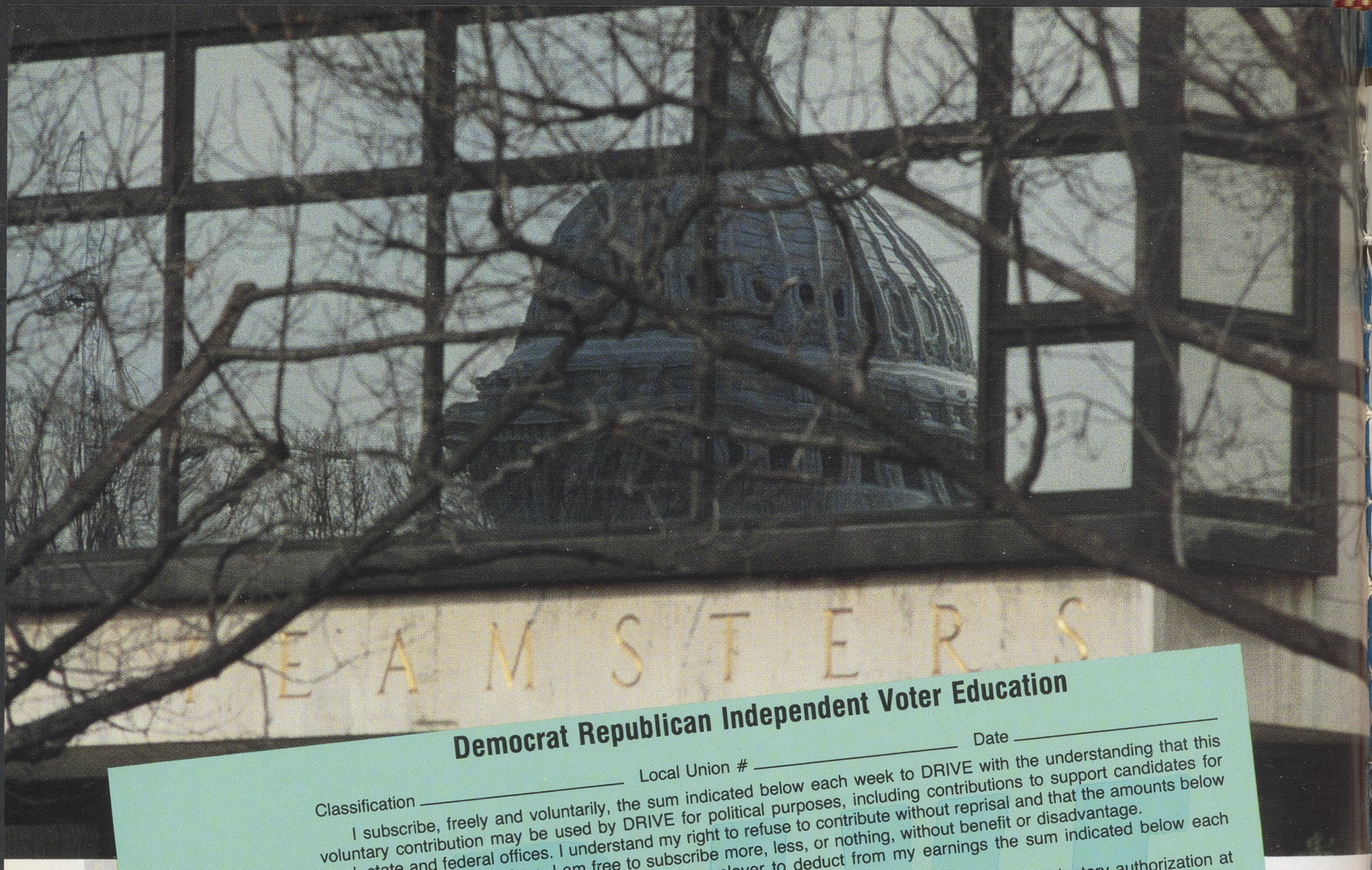
I have read the eligibility requirements above and would like to apply for a scholarship. Please send me an application. After receiving my application, I will complete it and mail it to my Teamster parent's local union.

Name: ______________________________

Address: ______________________________

City/State/Zip: ______________________________

25 Louisiana Avenue, N.W., Washington, D.C. 20001



Democrat Republican Independent Voter Education

Classification ______________ Local Union # ______________ Date ______________

I subscribe, freely and voluntarily, the sum indicated below each week to DRIVE with the understanding that this voluntary contribution may be used by DRIVE for political purposes, including contributions to support candidates for local, state and federal offices. I understand my right to refuse to contribute without reprisal and that the amounts below serve merely as suggestions. I am free to subscribe more, less, or nothing, without benefit or disadvantage.

I further hereby authorize and request my employer to deduct from my earnings the sum indicated below each week to be remitted to National DRIVE.

I reserve the right in accordance with the applicable state or federal laws to revoke this voluntary authorization at any time by giving written notice of such revocation to National DRIVE in accordance with such laws or otherwise.

______ $1.00 ______ $2.00 ______ $3.00 ______ Other

[A copy of the DRIVE report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D.C. 20463]. Donation not U.S. tax deductible.

Name of Company—Please Print ______________

Signature ______________

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Please mail to: IBT, 25 Louisiana Ave., N.W., Washington, D.C. 20001, att: DRIVE Dept.

THE DECISIONS MADE ON CAPITOL HILL REFLECT ON YOU, AND ON YOUR UNION.

NOW MORE THAN EVER, SUPPORT IBT D.R.I.V.E.

Now is the time to support the friends of labor who speak out for working men and women everywhere. Show your support by increasing your contributions to the Teamsters' D.R.I.V.E. (Democrat, Republican, Independent Voter Education).

Through your contributions, the Teamsters can continue to have that much needed voice on Capitol Hill.

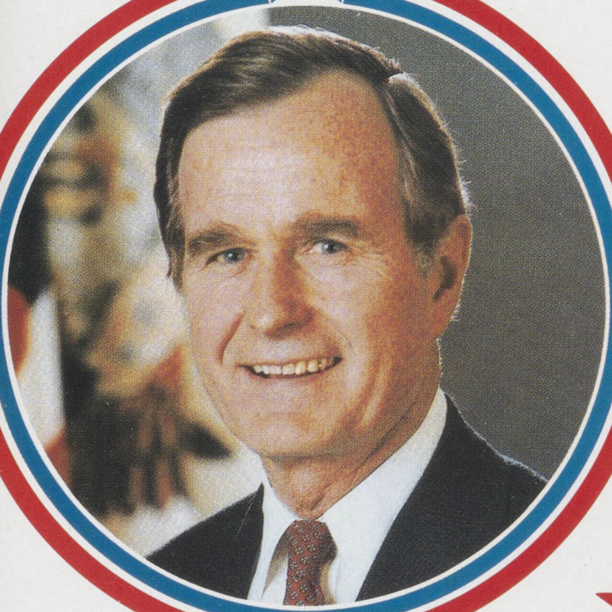
Invest in your future, return your D.R.I.V.E. coupon today.

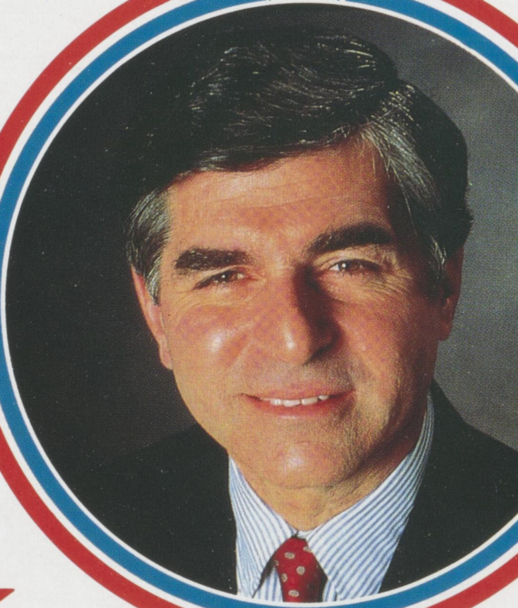
THE INTERNATIONAL
SEPTEMBER 1988

TEAMSTER

BUSH

DUKAKIS





TEAMSTERS
PRESIDENTIAL POLL

★ BALLOT INSIDE • SEE PAGE 8 ★

THE PRESIDENT'S MESSAGE

After my first full month as the General President of our International Union — a month of study, reflection and discovery concerning the duties and demands of the office — I can say two things with absolute assurance: not until now had I fully realized just how proud I am to be a part of this great union, and neither had I fully appreciated the awesome responsibility of serving 1.7 million brothers and sisters and their families.

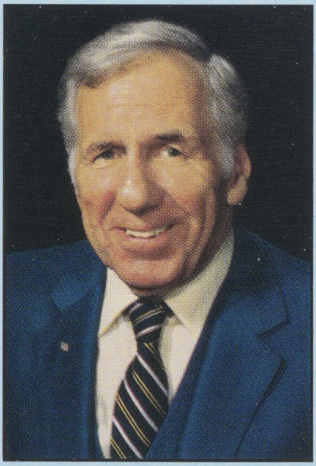
I want to take this opportunity to thank all of those who have called and written me with congratulations, encouragement and pledges of support. I deeply appreciate these kind gestures that will help give me the strength and confidence to weather the challenges of this office in the months and years ahead. Our union is only as strong as the mutual trust and respect we have for each other. This bond is the source of our growth and success.

I have been a Teamster all my adult life, and this union has *been* my life. I have watched us grow from a small and disorganized craft union into the largest, strongest and most diverse trade union in the world.

Sure, we have detractors and setbacks. What powerful organization doesn't? But anyone who cares enough about the truth to dig beneath the headlines and clichés will uncover the core of this union — the dedication, sacrifice, commitment, idealism, patriotism, solidarity and charity of individual members, members who may or may not rise to positions of leadership.

I proudly hold the office of General President, but I'm not fooling myself or anyone else. I know that I can't do anything without the guidance, direction and support of the membership. No matter how impressive the view, how large the desk, how numerous the staff, the office exists for no other purpose than to serve the membership. The line between the rank-and-file and the General President is unbroken as is the line between the past and present. In carrying out my duties, I won't forget my roots, I won't neglect the past, I won't ignore the wishes of the rank-and-file, and I won't tolerate anyone who does.

My goals in office may not be extraordinary, but I pray that my energy and dedication are. We will organize the unorganized. We will realize our potential as a political force through DRIVE and voter registration. We will win the contracts we have earned with our sweat. We will provide the services and assistance affiliates need with the efficiency and dedication they deserve. We will concentrate our attention and resources on those industries that are the backbone of this International.



William J. McCarthy

Diversity is an undeniable source of strength and we will continue to seek opportunities wherever we find them. But what we accomplish for our drivers is still the ultimate measure of our success. You can be sure that just as I'll not forget my own roots in a local union, I'll not forget this union's roots in trucking. Sure, the industry has changed and the challenge facing us in contract talks is much more difficult today. But I'm not ready to throw in the towel in that or any other industry.

The forces arrayed against us may look unbeatable and the odds of coming out a winner quite slim. But this is nothing new to this union. Those who remember the '30s and the '40s, know what I mean. Teamsters have a long and honorable history of overcoming the odds through sheer determination.

This is the determination I bring to this office, and our common struggle. I don't underestimate the test before us. The labor movement in America has had its ups and downs over the past five decades. But I think it's fair to say that in 1988 we are in a crisis situation. There's little room for error, delay, and apathy.

As I see it, and this will be my central message and guiding tenet, crisis demands a return to fundamental principles and the courage to live up to them, whatever hardships or disappointments may arise.

We know the struggle is never over and that together we must do what needs to be done, not just to survive, but to grow and prosper and extend the protection of union security to all who need it.

Teamwork, democracy, dedication, a right for each view—even a dissenting one—to be heard: if we have these, no one can defeat us. Standing firm, united in our commitment to each other and to the cause we share, we will know our proud heritage and overcome any and all challenges.

Fraternally,

William J. McCarthy

THE INTERNATIONAL
TEAMSTER
DEDICATED TO SERVICE

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The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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McCarthy Maps Out New Directions for IBT

General President William J. McCarthy, in one of the first official meetings of his new administration, called together all Teamster General Organizers, International Representatives, DRIVE Representatives, and Department Directors for a joint session in Washington, D.C., on August 2nd.

With the no-nonsense style and straight-forward approach that is his trademark, the new Teamster leader addressed many of the key topics that are among his priorities as he takes the reins of the Union in hand.

Backed by the members of the General Executive Board, who had been called to Washington by McCarthy for their own special session, the new General President announced policy changes, introduced new International Vice President Frank Hackett (see separate story), and outlined general directives for those at the meeting.

Among his initial policy decisions, McCarthy indicated that, in the future, he would be scheduling only one, jointly-held IBT Trade Division meeting each year. This meeting will replace the current practice of various, individual trade meetings held annually around the country. While details of the plan remain to be finalized, division directors were advised to look ahead to this approach.

The General President also stressed the continuing importance of DRIVE—the IBT's Democrat Republican Independent Voter Education political action committee—which now tops the list as the nation's leading PAC. He urged those in attendance to continue their efforts on behalf of DRIVE, which has been so vital in getting across the Union's views.

Pledging that the IBT would increase its commitment to "organizing the unorganized," McCarthy at the same time heralded the trucking industry as "the backbone of this union." Teamsters, he said, "must never forget where we came from."

General President McCarthy addresses members of the IBT General Executive Board at special meeting August 2 in Washington, D.C.

Urging increased fiscal responsibility and prudent expenditures on those at the session, McCarthy said he intended to "streamline the union" as much as possible.

"There are a lot of ways that can save this union money," the General President emphasized, "and I intend to find every one of them."

Explaining that he would be spending considerable time in his office at the International Headquarters in Washington, D.C., over the next few weeks, McCarthy said that he recognized the importance of attending various Teamster meetings and functions, and would take increased travel under consideration in the near future.

Top New York Law Firm Will Represent IBT on RICO Suit

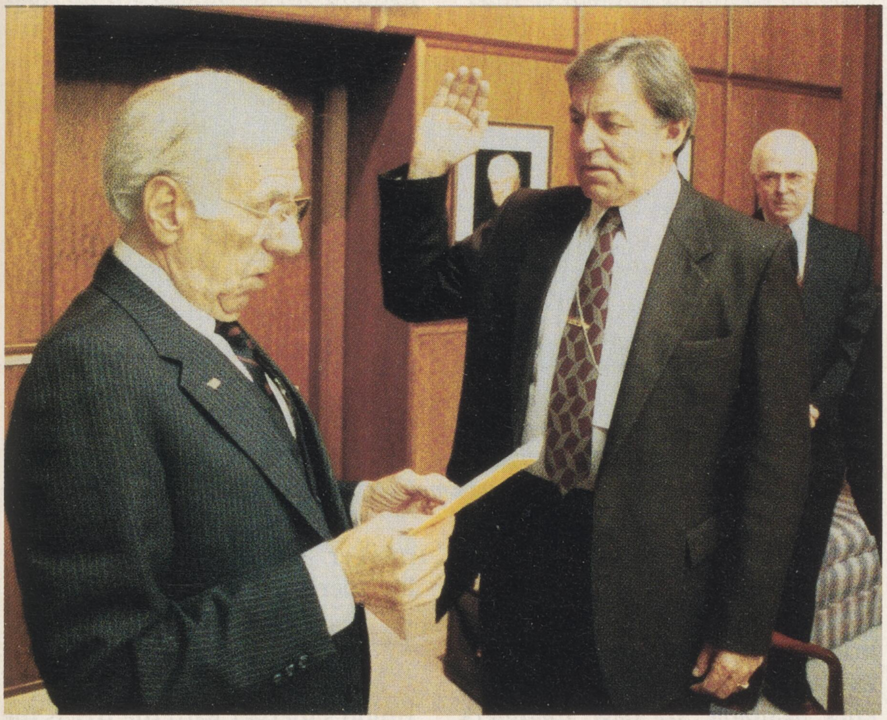
General President William J. McCarthy recently announced that the International Union has retained the law firm of Mudge, Rose, Guthrie, Alexander and Ferdon to be its legal counsel in the government takeover litigation recently filed in New York City. This New York firm will associate with Teamsters General Counsel James T. Grady in the presentation of a legal defense on behalf of the International Union and its officers.

The Mudge, Rose firm has significant experience in representing labor organizations in civil RICO cases, and has a staff of more than 260 attorneys. Lead partners who will handle the IBT's case are Jed S. Rakoff, Howard W. Goldstein, and Audrey Strauss—all former Assistant United States attorneys from the Southern District of New York where the litigation is located.

General President McCarthy, in announcing the choice, said that he was "pleased that Mudge, Rose has agreed to be our legal counsel. It is a top Wall Street law firm which knows this business well. We look forward to a vigorous and successful representation of our Union in the courts."

The August *International Teamster* included a list of 264 Members of Congress who signed a letter to the Attorney General, protesting the government's takeover action. The name of Joseph P. Kennedy II (D-MA) was inadvertently omitted from that list.

McCarthy Appoints New International Vice President



General President McCarthy installs new vice president Frank Hackett.

The General Executive Board of the International Brotherhood of Teamsters welcomed its newest member August 2 when Francis W. (Frank) Hackett was appointed 16th International Vice President by General President William J. McCarthy.

Hackett's appointment, confirmed by the Board, fills the vacancy created by General President McCarthy's accession to the top Teamster post.

"I am extremely pleased that the Board has expressed its confidence in Frank's ability to serve with distinction as our 16th International Vice President," McCarthy said in announcing the appointment. "Frank Hackett is a man of commitment, integrity, and strength and he will continue to put those qualities to work for Teamsters as he has for the past 25 years."

The IBT's new vice president has been a member of Local 25, Boston, Massachusetts, since 1953. He was elected shop steward for M&M Transportation Company in 1963, and 10 years later became business agent for Local 25.

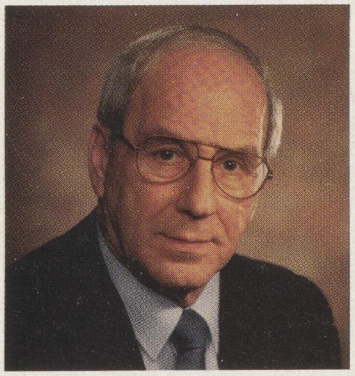
Hackett, who serves as treasurer of the New England Teamsters Federal Credit Union, is also a member of the New England Joint Area Grievance Committee and of the Advisory Committee of the New England Building Trades Council.

A 1974 graduate of the Institute of Labor Affairs, the Union's 16th vice president has been actively involved in advising New England area Teamsters on worker's compensation matters.

In addition to his labor duties, Vice President Hackett belongs to a number of civic, charitable and fraternal organizations in the Boston area.

He and his wife, Anne, have three children, Kimberly, Kyle and Sean; and a granddaughter, Ashley.

Area Conference Directors Named



Daniel C. Ligurotis

General President McCarthy recently announced that he has appointed International Vice President Daniel C. Ligurotis as director of the Central Conference of Teamsters, and Teamsters Joint Council 91 President Louis Lacroix as director of the Canadian Conference of Teamsters.

Ligurotis hails from Chicago, Illinois, where he is chief executive officer of Teamsters Local 705, as well as trustee of Teamsters Joint Council 25.

Lacroix has been president of Teamsters Joint Council 91 in Montreal, Canada, since 1977 and a member of the Canadian Conference of Teamsters Policy Committee since 1975.

Louis Lacroix

"Whatever it Takes!" is Mailers' Motto

Newspaper and Magazine Employees Union Merges with IBT as 97 Percent Vote for Teamsters

The Teamsters Union has won a major victory among newspaper and print industry workers. An overwhelming 97 percent of the members of the Newspaper and Magazine Employees Union in Philadelphia, Pennsylvania, recently voted in an affiliation referendum to join the IBT.

Some voting by mail, others in the shops, 883 of the Union's members cast ballots in favor of affiliating with the Teamsters, while only 30 opposed the move. Upon approval of the Teamsters' General Executive Board, a charter of affiliation as a new Teamster local will be issued for the 1,200 workers who belong to the Union.

The addition of the Newspaper and Magazine Employees Union, the largest independent mailer union, helps the Teamsters solidify its position as the strongest and most flexible force for newspaper and print industry workers.

The members of the new Teamster affiliate, which will be Local 1414, work as mailers at five locations. Most work at three newspapers: the *Philadelphia Enquirer* and the *Philadelphia Daily News*, separate newspapers that are printed and distributed from the same downtown facility; and the *Courier-Post*, a southern New Jersey newspaper. Mailers control the distribution of newspaper sections as the printed copy comes off presses.

The remainder of the Union's members work as mailers at two locations: the United News, a company that takes finished newspapers and periodicals and sorts them for redistribution to commercial customers; and the American Baptist, which prints and distributes religious materials.

Officers of the Newspaper and Magazine Employees Union display their support for the Teamsters.

Coordinated by Tom McGrath, chairman of the Teamsters' Printing-Mailing Trade District of the Newspaper Drivers and Print Employees Division, the campaign to bring the Philadelphia mailers into the IBT focused on the many benefits available to new members through affiliation with the Teamsters Union.

One major benefit for the Philadelphia mailers is the superior pension benefits available to them through the merger of their fund with the Teamsters Pension Plan of Philadelphia and Vicinity. Many of the mailers are in their 50's, and the prospect of retiring and having adequate pensions is taking on a new relevance for them.

The Teamsters Union is offering an excellent opportunity for those mailers who will retire in the near future. The merger agreement offers a 62 percent increase in future pension payments for the new Teamsters from $379 per month to a $616 per month maximum—with no increase in contributions. All past service under the present local plan will be credited as past service under the merged plan.

Future improvement in contribution levels will offer large and improved future benefits. The new benefits will go into effect 45 days after the plan trustees approve the merger and an effective date for the merger is established.

Bargaining Strength

Another important benefit of the Union's merger with the IBT is the bargaining strength gained by workers through the affiliation of the mailers with the drivers.

"The two groups work side-by-side in the shops," McGrath points out. "Mailers assemble and bind newspapers, then turn the bundles over to Teamster drivers for distribution. Similarly, in magazine clearinghouses and print shops, mailers bundle the materials for delivery by Teamster drivers. It's only natural that workers confronted by the hard-nosed, union-busting tactics of giant corporations should join in one union."

In many ways, the affiliation of the Philadelphia mailers with the Teamsters Union is confirmation of a long-standing relationship. William Gullifer is Secretary-Treasurer of Teamsters Local 628, the Newspaper and Magazine Chauffeurs and Handlers in Philadelphia, and has been president of the city's Council of Newspaper Unions since the late 1970s. The Council is the collective bargaining arm for several newspaper unions in the area. "The bottom line is that it was Bill Gullifer's support and reputation that made this effort possible," noted McGrath.

"Although it hasn't always been easy, all the people on the Council work very well together," Gullifer commented. The Teamster leader is deeply gratified by the mailers' strong vote in support of his union. "Our work is so closely related that it just makes sense for us to be together," Gullifer notes.

"Due to nationwide trends, the need for solidarity has become even greater," McGrath warns, "because employers are taking dead aim at mailers' jobs."

In a heavy-handed threat to eliminate hundreds of mailers' jobs in the Philadelphia newspapers, management has given notice that it intends to subcontract all of its inserting work early next year to a nonunion firm.

The ploy is a union-busting technique designed to weaken the mailer's bargaining position prior to negotiations. The threat is very real. Publishers at the *New York Daily News* and the *Pittsburgh Press* have already shifted mailing work to the nonunion firm. The Communications Workers of America represented the mailers at those newspapers.

"Whatever it Takes!"

Vowing to do "whatever it takes" to protect their jobs and their Union, the Philadelphia mailers focused on the Teamsters Union as a solid source of strength. In fact, "whatever it takes" became the mailers' motto for the Teamster campaign.

The Teamsters' bargaining strength and increased pension benefits were key benefits considered by workers.

"We knew that we had to do something," one employee at the *Enquirer* said, "because the company is looking to knock us out."

Ed Savryk, president of the Newspaper and Magazine Employees Union, commented that, "my people want security and a future that they know they can count on. The recent loss of work and the threat of the subcontracting to the satellite plants has the members worried. It is a logical, realistic evaluation of the situation. I want that security and strong future for my members and this affiliation with the Teamsters will achieve that."

"I feel 100 percent more comfortable now," according to Jim Hart, secretary-treasurer of the mailers' union. "We need the strength, knowledge and support of the Teamsters."

Strong Affiliation Agreement

The Affiliation Agreement, a written guarantee by the Teamsters Union, establishes a working framework that will help the mailers maintain the excellent system of benefits and services that they have built over many years of existence. Under the Teamsters structure, the Newspaper and Magazine Employees Union will retain its identity and autonomy subject to the IBT Constitution.

As an affiliate of the IBT, the Union and its members will enjoy the various benefits offered through the Teamsters' structure of trade councils and conferences. The Union will join with other newspaper printing and mailer locals around the country in the Printing-Mailing Trade District of the Newspaper Drivers and Print Employees Division in order to coordinate activities and strategies for industry workers.

One important benefit of the Trade Division for its members is a traveling card that allows members the right to transfer from one local union to another.

Tom McGrath, chairman, of the Teamsters' Printing-Mailing Trade District.

The Union will automatically become a part of Joint Council 53, whose political and bargaining strengths have become well known under the direction of President John Morris. Instrumental in the effort to bring the mailers into the IBT, Morris promises his full support for the new Teamster local. The mailers will also become a part of the powerful Pennsylvania Conference, which represents 140,000 Teamsters in 55 local unions, and the much larger Eastern Conference of Teamsters.

As an IBT affiliate, the Union will be entitled to participate and utilize all existing International, Area Conference and Joint Council programs at no cost other than normal per capita, including TITAN computer systems, legal and research support, safety and health advice, organizing support and Retiree Division programs.

"We are happy to have the Philadelphia mailers on board," McGrath said. "We are committed to making the Teamsters Union the most vital and effective force for workers in the industry. The addition of the Philadelphia mailers is an important step in that direction."

Impasse in Denver

Coors and Teamsters at Odds over Election Unit

The Teamsters Union and the Adolph Coors Company are locked in conflict before the National Labor Relations Board (NLRB) in Denver, Colorado, as the Board hears testimony on what would be an appropriate bargaining unit for an election at the Coors facility in Golden, Colorado.

The Teamsters Brewery and Soft Drink Workers Conference presented an airtight case to the NLRB to hold an election for a bargaining unit comprised of the 1,600 employees in the Coors Brewery and completed all of its testimony during the very first day of the NLRB hearings. The Teamsters demonstrated that every brewery in the United States, from the Atlantic Coast to the Pacific, consists of both brewery production units and maintenance units.

Coors, alone in the U.S.A. in this demand, is insisting on adding to the 1,600 brewery workers another 2,000 employees working in the can and beer bottling plant and in the manufacturing plant. The Union also demonstrated that the unit which it is now seeking, existed under a union contract at Coors for 45 years prior to Coors' successful decertification of that union in 1978.

Director Charles Klare, head of the Teamsters Brewery and Soft Drink Workers Conference, has been present at every session of the hearings together with his counsel, Steve Appell, an associate of Brewery and Soft Drink Workers Conference General Counsel Phil Sipser.

Klare and Appell charged that Coors had been using deliberate delaying and stalling tactics to prolong the hearings and thereby deny its employees the right to vote for union representation.

Coors has paraded a series of management witnesses to establish that, for administrative reasons and for reasons of competition, all of the workers should be included in one bargaining unit.

In an attempt to open the NLRB's eyes to these shenanigans, Klare and Appell countered with evidence that the Teamsters Union represents a variety of employees at other major breweries, who are not directly involved in making beer. Other breweries where there are very successful, separate bargaining units include Stroh's, Anheuser-Busch, and Miller. At these and other breweries, the IBT represents employees who make cans and bottles, and a variety of workers allied with the brewery industry. In no case in the United States are these diverse workers in different crafts represented in a single bargaining unit.

Klare testified from the witness stand that the "Teamsters Union fully intends to organize Coors' can manufacturing employees as well as those employed in bottle manufacturing." He advised, however, that these workers have distinctly different skills, crafts, and problems from those workers involved in the making, handling, and shipping of beer. "Such organizing should seek separate elections with the NLRB," he insisted.

"The bottom line of this impasse," according to Klare, "is that Coors has been nonunion *and* antiunion for a decade, and all signs point to a Coors policy aimed at remaining nonunion. . . . Coors is behaving like many employers in the United States today, by using the National Labor Relations Act as a tool in achieving its goal through manipulation, stalling, etc." Despite the manipulations and the other games, the Teamsters Union continues in off-the-record meetings with Coors management to seek an understanding, or accommodation, on an acceptable and fair election unit to serve the interests of the workers at the Coors facility in Golden.

IBT Brewery Conference Director Charlie Klare (second from right) presents authorization cards to Denver NLRB agent Michael Josserand (far right). Also pictured are (left to right) Steve Appell, Joint Council 3 President Harry Marshall, and General Organizer Jerry Schmidt.

Government Due to Order Election At USAir

As *The International Teamster* goes to press, the Airline Division is expecting a decision from the National Mediation Board on the Teamsters' filing for an election for 4,000 USAir fleet service employees from coast-to-coast.

The Teamsters Airline Division would be the only union on the ballot.

"The fact that we're the only organization on the ballot doesn't guarantee us a victory," said Airline Division Director William F. Genoese. "The Railway Labor Act, which also governs the airlines, requires that we get a majority of all the eligible voters—not just a simple majority of those who actually vote."

It is expected that the election will be conducted by mail ballot over a period of four to five weeks.

"The company is putting out anti-labor propaganda, telling the fleet service people they don't need a union," Genoese said. "But the workers can see through this union-busting campaign. They know the pilots have a union. So do the flight attendants, cleaners, mechanics and stock clerks."

The Airline Division already represents 1,900 fleet service employees in Pittsburgh, Philadelphia, Boston and Buffalo. Another 1,200 workers at smaller stations are unorganized.

Also included in the election are 900 former Pacific Southwest Airline (PSA) fleet service employees. USAir took over PSA earlier this year.

General President William J. McCarthy has expressed his total support for the Teamster campaign, which is being assisted by locals throughout the country. Genoese is coordinating the all-out drive at the Airline Division headquarters in New York City.

"The biggest single issue is the fact that these workers need union representation," Genoese said. "USAir has always been a tough employer, and the workers need a strong union to achieve their goals."

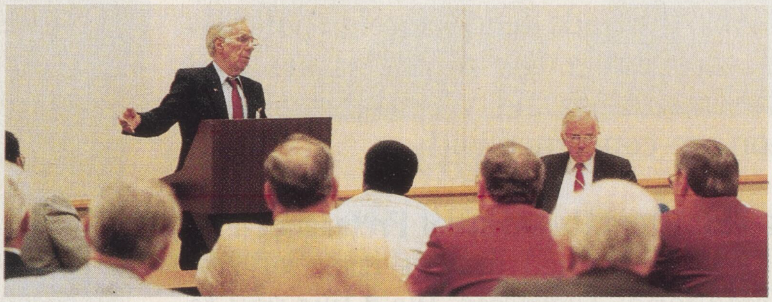
The Teamsters are demanding a 10 percent wage increase, retroactive to July 1, 1987. The union is also demanding the complete elimination of the "B" scale, under which new hires are paid less than senior employees.

Other key Teamster demands include an early-out pension plan, whereby workers could retire at age 55 with no loss of pension; full protection for part-timers; improved health insurance; and full parity for the former PSA group.

In addition to PSA, USAir is in the process of acquiring Piedmont Airlines. The Piedmont fleet service group is unorganized, and its wages are substantially lower than those negotiated by the Teamsters for the USAir workers in Pittsburgh, Philadelphia, Boston and Buffalo.

"Hundreds of the Piedmont workers have expressed strong interest in joining the Teamsters after Piedmont's operations are integrated into those of USAir," Genoese said.

New Carhaul Pact to Be Reopened



General President William J. McCarthy addresses IBT carhaul representatives.

On August 1, General President McCarthy called a meeting of the Teamsters National Automobile Transporters Industry Negotiating Committee which announced that it would return to the bargaining table with the National Automobile Transporters Labor Division on August 11 in Washington, D.C.

The two sides agreed to resume talks on a new pact in the wake of the rank-and-file's rejection of the previously proposed contract on July 27. Voting on that proposal began on July 24, with carhaul members casting their ballots at their terminals and local union halls. With 12,663 members voting, the final tally read—yes: 3,535; no: 9,122.

After the rejection was announced, the Teamsters' negotiating committee members scheduled a meeting among themselves to discuss the future course of action and refused to authorize a strike. When the employer representatives expressed interest in resuming talks, the August 11 date was selected.

Tough Teamsters negotiatiators expressed dismay at the amount of misinformation and confusion surrounding the rejected contract. However, they expressed confidence that they can continue to make significant gains in wages, benefits, working conditions and contract language for the membership, and avoid a repetition of the disastrous 18-day national carhaul strike that occurred in 1985.

TEAMSTERS
PRESIDENTIAL POLL

You, the voters, will decide who is going to be the next occupant of 1600 Pennsylvania Avenue—the White House.

The International Teamster is giving each member a chance this month to voice his or her personal concerns about the state of our nation and the directions our national policies should take. Family issues, a balanced budget, the economy and jobs, the trade deficit, foreign policy—these are but a few of the issues that union members and your International Union are concerned with.

A Teamsters Presidential Preference Poll Ballot is contained in this issue of *The International Teamster*. We'd like you to take a minute to fill it out. We are asking that you not only indicate who you'd like to see as our next president, but what you think the key issues are in 1988. We have also included optional boxes in which you can indicate what key voting blocs you might fall into, to give us additional insights.

We'd like a truly representative sampling to guide our General Executive Board in their judgment on any prospective Presidential endorsement. So please let us know your views by exercising your personal voting franchise.

Whoever occupies the White House after the next inauguration, and both the new and returning members of Congress after the next election, will face enormous problems that seem to have a momentum of their own. The nation's lethal trade deficit, the intolerable budget deficit, the substance abuse epidemic, the growing trend of anti-unionism, and a host of other problems will require the full attention of the nation's lawmakers and chief executive.

If, and only if, the nation's leaders for the next four-to-eight years can put aside partisan and personal interests and dedicate themselves to remedying America's problems, then the November elections could prove to be a turning point.

For the sake of the nation and our society, the new leaders of the United States must make the elections such a turning point.

William J. McCarthy
General President

Your union cares about your views. We can only know what they are if you tell us, though.

Make Your Poll Ballot Count . . .

It must be returned to IBT headquarters by September 16th to be included in the results! Tear your ballot out now, fill it in, and get it in the mail—we want to hear from you!

TEAMSTER PRESIDENTIAL POLL

PRESIDENTIAL PREFERENCE

☐ Bush/Quayle ☐ Dukakis/Bentson ☐ ____________________
(other)

ISSUES

Issue Most Important To Me: ______________________________

☐ Oppose Government Takeover of Unions

☐ Balanced Budget ☐ Trade Deficit ☐ Family Issues/Child Care

☐ The Economy/Jobs ☐ Foreign Policy

OPTIONAL

Age ________ Sex ________ Job Classification ______________________

____

☐ Republican ☐ Democrat ☐ Independent

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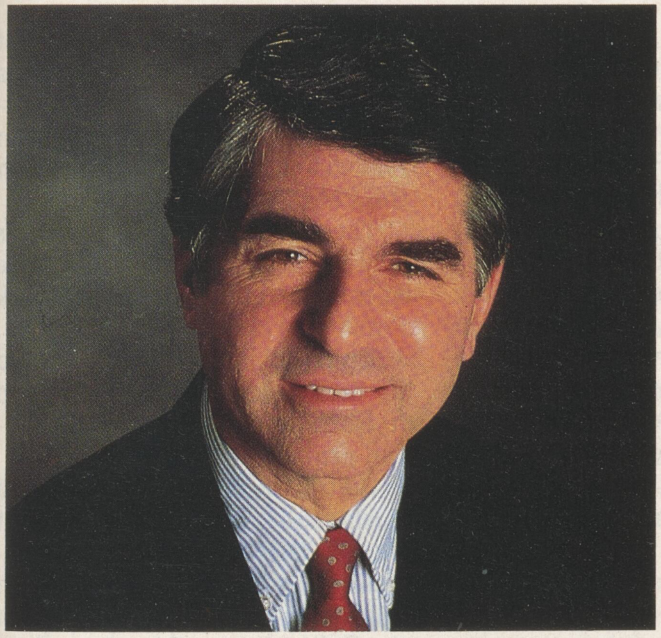
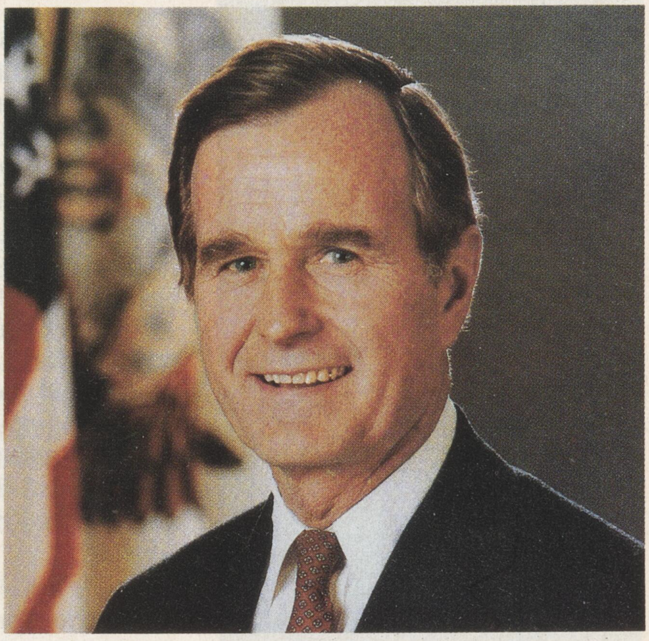


Michael Dukakis



George Bush

As the "dog days" of summer wind down, the political season heats up with the approaching Presidential and General Elections. One of the most important things we are called upon to do as American citizens is to vote. It is not only a privilege but a civic responsibility. You owe it to yourself, your family, your country and your union. If you are not presently registered to vote and can still do so, we urge you to fulfill this important responsibility.

The American public, through the primary polling process, and the major political parties, through their national conventions, have already narrowed the field to two major tickets. Now it is your turn.

Enclosed in this issue you will find a poll to determine *your* preference for President. Before responding, we would like you to consider the following issues which are of concern to all Americans and particularly to working men and women.

Whoever becomes President will have to decide what our government's role should be in making basic health care available and *affordable* for every citizen, regardless of the size of their paycheck. In an era where 10.5 million preschool children have mothers in the work force, to what extent and what guarantee will there be for safe, healthy, affordable child care services for these children who are the future workers and leaders of America.

Mergers, acquisitions, corporate takeovers, high-tech investment and finance—where does this leave the American worker who has toiled and given a substantial part of his life and loyalty, to build a company only to find that his union contract has been dissolved by the "new" owner (perhaps a foreign conglomerate) who offers its employees their same job but at half the wages? What direction will a new Administration take in restoring the protections intended by our national labor laws—protections which have been eroded by the advent of leased employees, permanent replacement workers and lost organizing rights for those employed in the guard industry?

How safe will our constitutional rights remain in a nation where the right to hold a job may be dependent upon submission to unwarranted, random drug testing with little or no protection against harassment or the validity of such testing? How secure will the United States remain with a federal debt which has made our country financially vulnerable by its dependency on foreign investment? What steps will be taken to reduce this debt, restore our financial independence and who will bear the brunt of this debt reversal? These problems are complex and their resolution will be difficult at best.

Please consider these issues and where the candidates stand before making your selection. We hope to have the results of this poll published in the next edition.

Vice President George Bush: Background and Experience

George Bush, the 43rd Vice President of the United States, was born in Milton, Massachusetts, on June 12, 1924. He graduated from Phillips Academy, Andover, Massachusetts, in 1942, and on his 18th birthday he enlisted in the U.S. Navy Reserve where he remained on active duty until September, 1945. He then entered Yale University where he completed a degree in economics in 1948, graduated Phi Beta Kappa, and captained the varsity baseball team. Bush then moved to Texas and worked in the oil drilling industry.

Political Career

In 1966, Bush was elected to the U.S. House of Representatives from Texas' 7th District and re-elected without opposition two years later. He was one of the few freshmen members of Congress ever elected to serve on the Ways and Means Committee. During his congressional service, he was active in dealing with problems of excessive government spending, taxes, civil rights, and natural resources and environmental matters.

In 1970, Bush became a candidate for the U.S. Senate, losing that race to present Texas Senator Lloyd Bentsen.

From 1971 to 1973, he served as the U.S. Ambassador to the United Nations, before moving over to the Republican National Committee where he served as Chairman from January, 1973 to September, 1974, guiding the Republican Party through the difficult days of Watergate.

Following this, Bush travelled to Peking and served for more than a year as Chief of the U.S. Liaison Office in the People's Republic of China in which position he was instrumental along with then-Secretary of State Henry Kissinger in remodeling America's relations with the People's Republic of China.

Then, in 1976, Bush served as Director of the Central Intelligence Agency, and Chairman of the Task Force on Terrorism.

In 1980, Bush launched a bid for the Presidency, running second to Ronald Reagan in the Republican primaries.

Ronald Reagan then selected Bush to be his running mate at the 1980 Republican National Convention, and in January, 1981, Bush was sworn in as Vice President of the United States. Four years later he was sworn in to serve a second term.

In June, 1985, Vice President Bush was named to coordinate the Administration's activities to combat international terrorism. He previously headed similar efforts on deregulation and drug abuse. Bush favors high defense budgets, sturdy support of the CIA, and an assertive foreign policy.

On July 13, 1985, Vice President Bush was named Acting President of the United States for several hours in an historic transfer of authority from President Reagan under the 25th Amendment to the Constitution.

Family

Bush and his wife, Barbara, are residents of Houston, Texas. They are the parents of five children: George, Jed, Neil, Marvin and Dorothy Bush LeBlond; and have 10 grandchildren. Bush's father, the late Prescott Bush, served as U.S. Senator (R-CT) from 1952 through 1962.

Governor Michael S. Dukakis: Background and Experience

Mike Dukakis, third-term governor of Massachusetts, is the son of Greek immigrants. He has been a resident of Brookline, Massachusetts ever since his birth on November 3, 1933.

Dukakis attended Brookline High School, where he was a three letter athlete (in cross country, basketball, and tennis), and president of the Student Council. He graduated in 1951, and that same year finished 57th in the Boston Marathon.

After high school, Dukakis entered Swarthmore College in Pennsylvania, where he majored in political science. He graduated Phi Beta Kappa from Swarthmore with highest honors in 1955.

Dukakis returned to Massachusetts after his Army service to attend Harvard Law School, where he graduated with honors in 1960.

Political Career

In 1962, he was elected to the Massachusetts House of Representatives. In his eight years of service as a State Representative, Dukakis earned a reputation as a "people's" legislator, becoming a forceful advocate for consumer rights and a leader for reform in the fields of public transportation, housing, mental health, and the environment.

Dukakis achieved national recognition when he introduced legislation calling for no-fault automobile insurance as a solution to the massive rate increases, widespread fraud, and excessive litigation that plagued the auto insurance industry. After a tough four-year fight, Massachusetts became the first state in the nation to adopt a no-fault auto insurance system.

When Dukakis assumed the state's highest office in January, 1975, he took over the reins of a state in deep economic trouble; Massachusetts had the second highest unemployment rate in the country and a record state deficit.

With an aggressive economic development program, Dukakis balanced the budget. He embarked on an ambitious economic development agenda to create jobs and economic opportunity throughout Massachusetts. Despite a substantial early lead in the polls, in 1978 Dukakis lost a hard-fought Democratic primary battle for renomination.

In 1982, Mike Dukakis sought to win back the governor's office. He captured the Democratic nomination and went on to defeat his Republican opponent in a landslide victory in November. When Dukakis took office, unemployment was in double digits in a third of Massachusetts cities and towns, the state had lost 30,000 jobs in 1982, and the Commonwealth was again facing a deficit.

In his second term, he went to work on the economic front. Dukakis balanced the budget and turned a potential state deficit into a substantial surplus. He and the Massachusetts Legislature cut taxes five times, including the largest tax cut in the state's history. Dukakis helped create jobs and for the last three years in a row Massachusetts has had the lowest unemployment rate of any industrial state in America.

Family

Dukakis and his wife Katharine "Kitty" have three children. Mrs. Dukakis is a political activist who has taken particular interest in the homeless, refugee resettlement programs, and adult literacy.

You Can Make the Difference . . .

Your vote can make a difference in the upcoming elections. Never have the stakes been higher for working people and their families.

When the voters elected a more pro-labor U.S. Congress in the 1986 elections, the dividends started rolling in right away. The most recent benefit to the nation's workers from a more sympathetic Congress came in the passage of a plant-closing notification bill. Bowing to the pressure of public opinion polls that showed the overwhelming majority of Americans wanted this legislation, President Reagan has agreed to allow the bill to become the law of the land.

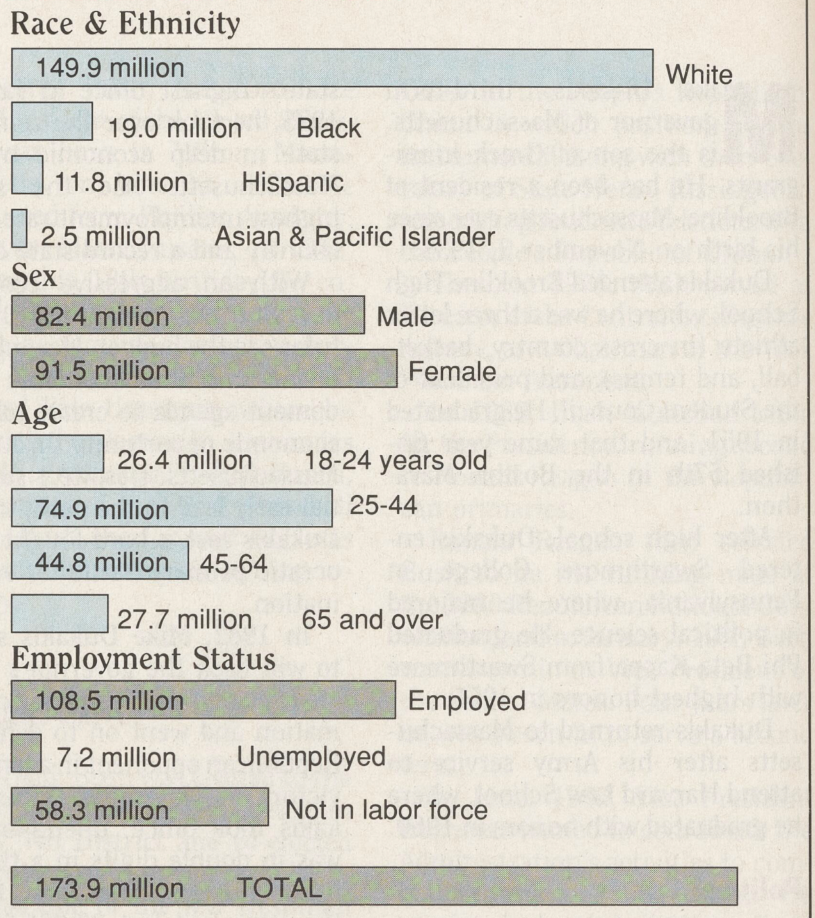
More Victories to Come

There are plenty more important legislative victories for the working people of this country to win. For instance, a comprehensive federal day care program was thought to be out of the question just a few short years ago, but today it is one of the hottest political issues in the campaign. Each political Party is scrambling to show that it has a better plan than the other. This is a compelling example of just how quickly our federal government will respond to the wishes of the people, *if* the people mobilize and clearly state their demands to elected officials.

The Teamster Advantage

The IBT is well prepared for the 1988 elections. The Teamsters' political action fund—DRIVE—is the largest in America. This gives you, the Teamster members, an advantage in the election campaigns. The Teamsters Union will be active, helping to elect our friends and working to defeat our enemies. Please help by volunteering to work for the candidates that you support. But most importantly, get registered and vote.

Who Are the Voters?



One Vote . . . *Your* Vote Counts

Although Samuel J. Tilden polled 264,292 more popular votes than Rutherford B. Hayes in 1876, he lost the presidency by 185 electoral college votes to 184 when the Congress decided the disputed election.

James Garfield beat Winfield Hancock for the White House in 1880 by 1898 votes out of 9,210,420 votes cast.

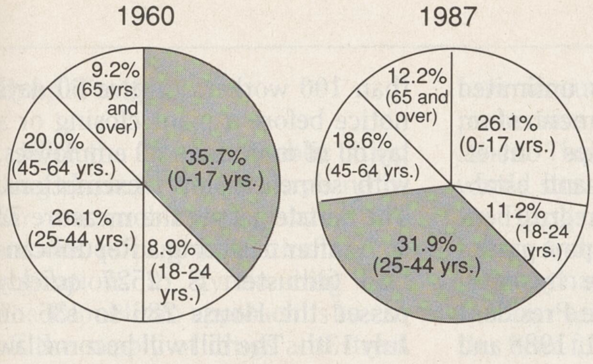
John F. Kennedy won the presidency over Richard Nixon in 1960 by *less than one vote per precinct* nationwide.

Eight years later, Nixon defeated Hubert Humphrey by *less than two votes per precinct*.

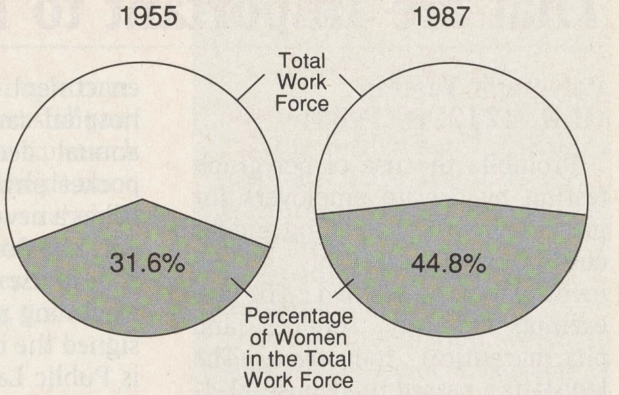
A shift of fewer than 10,000 votes in two states in 1976—Hawaii and Ohio—would have given Gerald Ford a 270–268 electoral vote presidential victory over Jimmy Carter.

Register/Vote

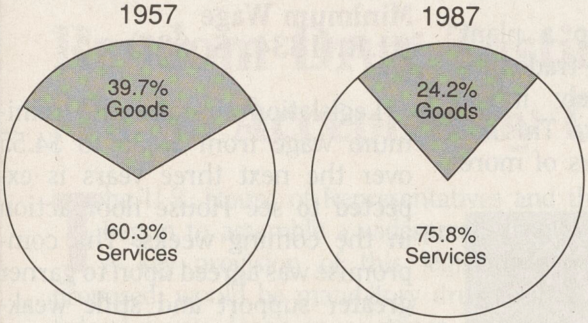
Snapshots of America . . . A Changing Nation



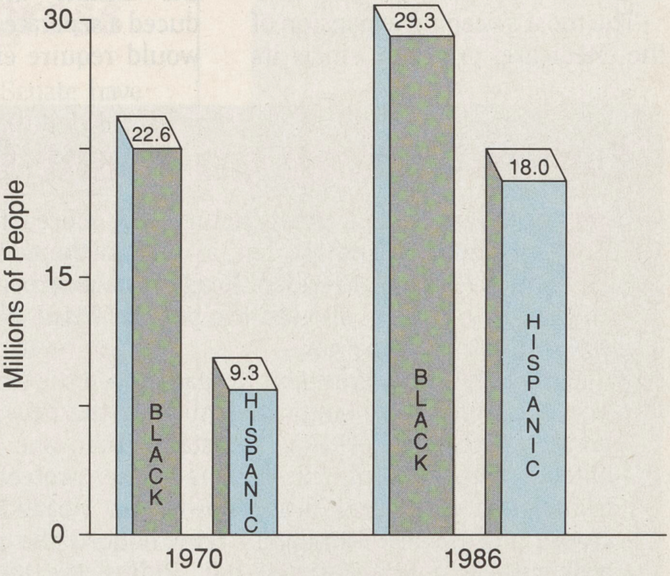
Our Nation's Age



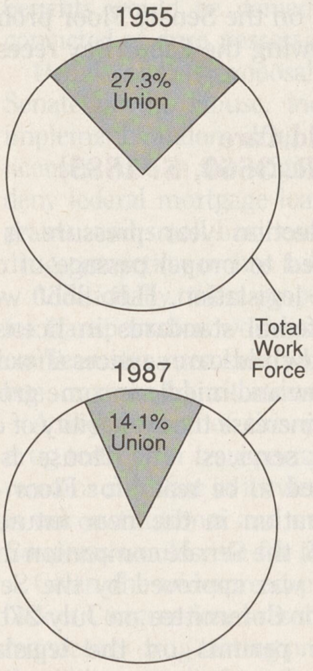
Women in the Work Force



Jobs in the Goods-Producing and the Service-Producing Sectors of the Economy



Population Growth of Blacks and Hispanics



Union Membership

The 1988 Elections

U.S. Congress Elections

435 U.S. House seats
(255 Democrat-held,
177 Republican-held,
3 open)

33 U.S. Senate seats
(18 Democrat-held,
15 Republican-held)

State Elections

12 Gubernatorial seats
(8 Republican-held,
4 Democrat held)

5,782 legislative seats
in 46 states

Know the Legislative Issues That are Important to Labor

Polygraph Testing
(H.R. 1212, S. 1904)

Prohibits the use of polygraph testing by private employers for pre-employment screening and for current employees only in the investigation of a theft. The bill exempts security services and pharmaceutical industries. The legislation passed the House 11-4-87 and the Senate 3-3-88. It became Public Law 100-347 on 6-27-88.

Catastrophic Health
(H.R. 2470, S. 1127)

The most sweeping expansion of the Medicare program since its enactment. It provides unlimited hospital care after payment of an annual deductible, caps out-of-pocket physician fees, and establishes a new prescription drug benefit. The Conference Report passed the House and Senate by overwhelming margins. The President signed the bill on July 1, 1988 and is Public Law 100-360.

Plant Closing
(S. 2527)

After failing to keep a plant closing provision in the trade bill, the Senate immediately introduced a separate measure. This bill would require employers of more than 100 workers to give 60 days notice before a plant closing or a lay off of more than 50 employees, with some employer exemptions. The Senate passed the measure 72 to 23 after defeating a Republican-lead filibuster. S. 2527 quickly passed the House 286 to 136 on July 13th. The bill will become law without President Reagan's signature.

Minimum Wage
(H.R. 1834, S. 837)

Legislation to raise the minimum wage from $3.35 to $4.55 over the next three years is expected to see House floor action in the coming weeks. The compromise was agreed upon to garner greater support and stifle weakening amendments. Senate companion measure, S. 837, was approved by the Labor Committee on June 29th. Republicans are expected to attempt to add "training wage" and other weakening amendments when the measure is considered on the Senate Floor probably following the Labor Day recess.

Child Care
(H.R. 3660, S. 1885)

Election year pressure is expected to propel passage of child care legislation. H.R. 3660 would set fedral standards in licensing, make child-care services affordable to low and middle-income groups, and increase the availability of child care services. The House is expected to be ready for Floor consideration in the near future. S. 1885, the Senate companion measure, was approved by the Senate Labor Committee on July 27th. If time permits on the legislative calendar, Congress will probably pass child care legislation.

Labor Victory on Plant-Closing

On August 2nd, a great victory was scored for American working men and women, as well as the communities in which they live. President Reagan, bowing to labor interests and public pressure, allowed the popular Plant Closing Notification bill to become law.

Earlier this year, President Reagan vetoed the Omnibus Trade bill which contained language similar to the new plant closing law. In fact, at that time he stated that one of his main objections to the trade bill was the worker protective language of the plant closing notification provision. Not to be dissuaded, House and Senate Democrats reintroduced the plant closing provision as a free-standing bill. Riding the groundswell of support by the American public, the bill passed both chambers by large margins.

The new law applies only to firms with 100 or more workers at any single site. As of February 4th, 1989, these companies must provide written notice 60 days in advance of an impending shutdown which affects 50 or more workers to its employees and the local government officials. In the event that the required notice is not given, the Department of Labor can require violators to award up to 60 days' back pay and benefits to any worker not given proper notice.

However, companies are not required to provide notice in case of circumstances that were "not reasonably foreseeable", such as the sudden cancellation of a government contract, floods, or drought. In addition, notice is not required if providing notice would have prevented the firm from obtaining capital or business which would have helped them avoid or postpone the plant closing or layoff.

Drug Testing

With the American public citing drug abuse as the country's number one problem, legislators are anxious to pass legislation and/or regulations to stymie drug use. The Republican approach is to cut off the supply of drugs and stress user accountability through comprehensive measures and stiff penalties. The Democratic approach would stress reducing the demand for drugs, emphasize rehabilitation and be somewhat less punitive in nature. Drug testing, both random and recurring, looms in the near future.

Random Drug Testing Likely To be Accepted by Congress

The U.S. House of Representatives and the U.S. Senate have begun to assemble a widespread drug abuse prevention bill. A key provision of this legislative package, as currently proposed, would be mandatory drug testing for all recipients of federal grants, loans or assistance.

This proposal, which is spearheaded by a few Republican members of the Senate, is based upon a new theory called personal accountability. Some Members of Congress believe that American citizens should be held personally accountable for their own behavior regarding drug or alcohol use.

In order to achieve a drug-free workplace and society, federal benefits would be denied to those individuals who have been convicted of drug possession or have failed a drug test.

Details of this proposal, which has not been adopted by the Senate or the House, include requiring state governments to implement random drug screens for applicants for state drivers' licenses. Also in the original proposal are provisions which would deny federal mortgage loans, federal higher education assistance grants, and small business loans to any individual who has had a drug conviction or has failed a drug screen.

Additionally, these proposals contain more limited drug testing for transportation workers which would have a significant impact on Teamster members who are employed in the air, rail, truck, bus, or mass transit industries.

A key feature of this proposal would be mandatory random drug testing for transportation industry employees. While the IBT remains steadfast in its view that any random drug testing scheme is unconstitutional and unworkable, it is apparent that many in Congress would vote for this proposal.

Given the widespread public support for drug testing and the lack of Congressional resolve against these unwarranted proposals, mandatory drug testing probably will be the law of the land before the Congress adjourns for the general election this fall.

Trucks Will Need Seat Belt Retractors

Trucks manufactured after September 1, 1990, must have seat belt retractors, under a new regulation issued by the National Highway Traffic Safety Administration (NHTSA).

The new regulation, which NHTSA has been considering since 1985, would require trucks to have either "emergency locking retractors" of the kind used in passenger cars, or "automatic locking retractors."

If manufacturers choose the automatic locking retractors, these must be designed to prevent them from "cinching down"—tightening up on the driver when the truck hits bumps. Also, if automatic locking retractors are used with suspension seats, the retractor must be mounted to the part of the seat that moves with the driver.

In addition, the new NHTSA rule will also require all truck seat belt buckles to be of the push-button type.

NHTSA based this new rule, in part, on a 1982 survey of Teamster truck drivers by the Teamsters Safety and Health Department. In that survey, the majority of drivers expressed concerns about the lack of cleanliness of the belts, and the feeling of being "trapped." The new rule is designed to alleviate these concerns, in the hope that this will promote increased seat belt use among drivers.

Seat belts are important for truck drivers to prevent ejection from the truck or cab, and impact with the steering wheel—two major causes of driver injuries and deaths.

Your Boss Doesn't Want You to Vote!

In 1984, 68 million eligible Americans didn't vote in the Presidential election. That is all right with many employers and other wealthy Americans because they are the ones going to the polls. They know that if you don't vote, you don't count. Because they do vote, it is *their* legislative agenda that gets the attention of the President and Congress.

Ronald Reagan won in a "landslide" when he got 54 million votes in 1984. However, this total represents only 32 percent of the eligible population for that year.

Low voter turnout in the U.S. is not characteristic of other industrial democracies, nor are the class-skewed voting patterns. Low- and middle-income families are just as likely to vote as wealthy people in other countries. A recent study by the Library of Congress shows that among 28 democratic countries, the U.S. had the lowest voter turnout (45 percent) across eight elections.

One reason for the low turnout is the confusing and restrictive registration laws in this country. Registered voters have very high turnout levels—88 percent in 1984.

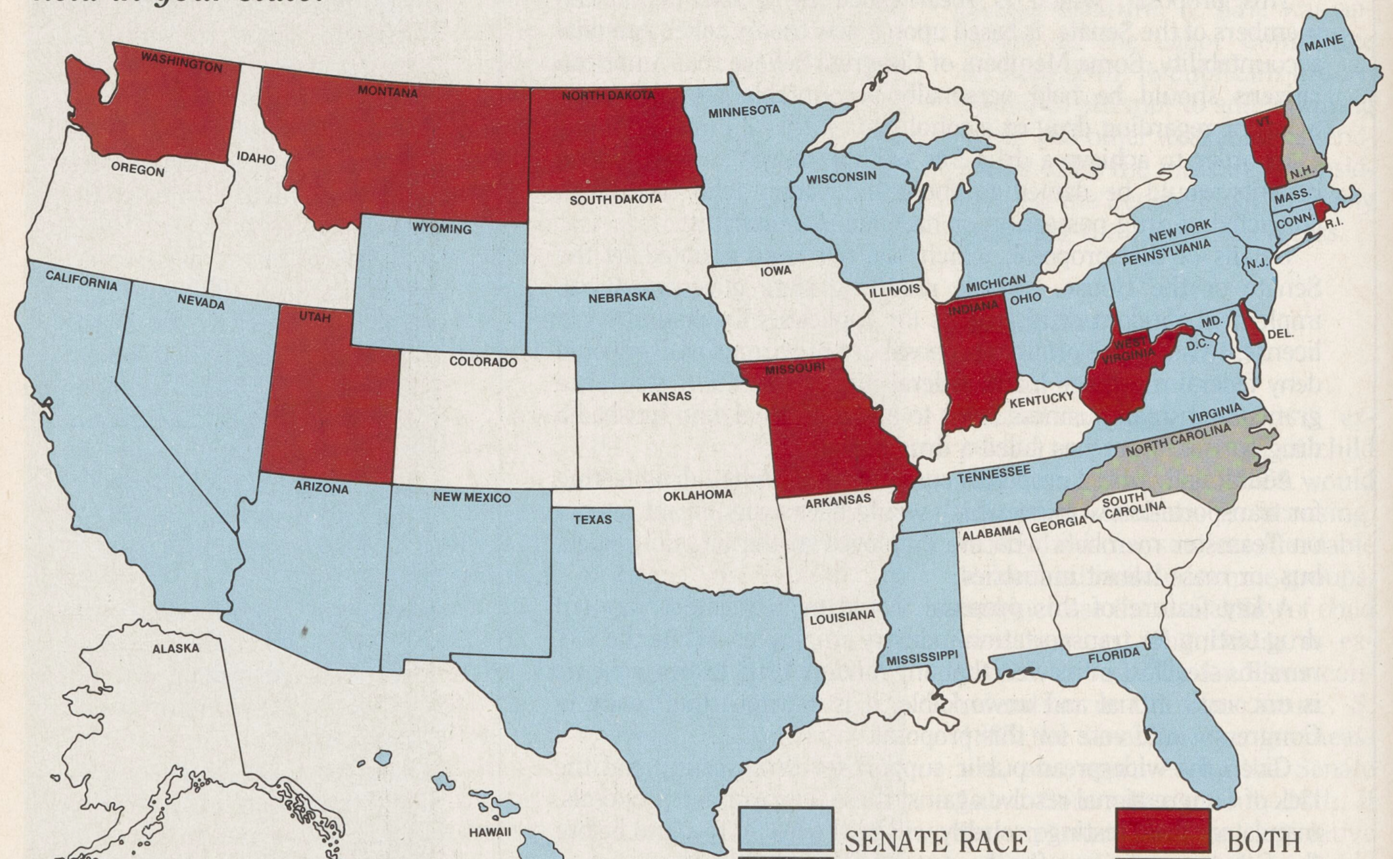
The United Auto Workers recently noted that a large segment of the nonvoters in the U.S. are the young. There are 15 to 20 million people age 18 to 28 who aren't voting. According to the union, they represent one-quarter of the total number of nonvoters.

The UAW suggests that young Americans will go to the polls if they are shown that legislative issues do affect their lives. Some issues important to young people include education, affordable housing, questions of war and peace, and jobs that will let them live at least as well off as their parents.

If we want to elect candidates in November who are sensitive to the needs of working people, then we need to register our family members, friends, and brothers and sisters in the workplace who do not vote.

The Other Elections

The presidential race is taking most of the political spotlight this year, but there are 435 House of Representative and 33 Senate seats up for grabs. Twelve governorships are also being contested. Check the map below to see what races are being held in your state.


WASHINGTON
MONTANA
NORTH DAKOTA
MINNESOTA
MAINE
OREGON
IDAHO
SOUTH DAKOTA
WISCONSIN
VT.
N.H.
MASS.
CONN.
R.I.
WYOMING
NEW YORK
PENNSYLVANIA
N.J.
CALIFORNIA
NEVADA
IOWA
NEBRASKA
ILLINOIS
MICHIGAN
OHIO
INDIANA
UTAH
MD.
DEL.
D.C.
WEST VIRGINIA
COLORADO
MISSOURI
KANSAS
KENTUCKY
VIRGINIA
NORTH CAROLINA
TENNESSEE
ARIZONA
NEW MEXICO
OKLAHOMA
ARKANSAS
SOUTH CAROLINA
TEXAS
ALABAMA
GEORGIA
LOUISIANA
MISSISSIPPI
FLORIDA
ALASKA
HAWAII
SENATE RACE
GOVERNOR'S RACE
BOTH
NEITHER

Source: C-SPAN Update.

Teamsters Seek to Repeat Political Successes

The Teamsters Union has a long, proud history of involvement with presidential campaigns. Back in 1940, President Franklin D. Roosevelt formally kicked-off his third-term election campaign at a Teamster Convention in Washington, D.C. In 1944, Teamster General President Dan Tobin seconded FDR's nomination for an unprecedented fourth term.

Our support of President Roosevelt, the Democrat, made perfect sense at the time. He had introduced and won passage of a series of legislative initiatives that pulled the country out of the depression.

FDR also won passage of the "Workers Bill of Rights"—the National Labor Relations Act of 1935—which established the National Labor Relations Board and provided guarantees that workers could form and join the unions of their own choosing.

Since that time, however, one political practice clearly distinguishes the Teamsters Union from other labor organizations: the IBT is bipartisan in its support of presidential candidates. The Teamsters have endorsed four Democrats and four Republicans, while remaining non-commital once, since 1952. This approach has kept the IBT's fortunes from resting solely with one political party. While unique, and at times criticized, being bipartisan has allowed access to the oval office for Teamsters during some years that other labor organizations have had difficulty finding a sympathetic ear. The Teamster goal is to make sure that the working men and women of America always have a voice in the White House.

The IBT has been remarkably successful at picking winners through its bipartisan approach. The Union has backed a loser in a presidential election only once in the past twenty years. The primary reason that the Teamsters have been so successful in the political arena is that the Union listens to the wants and needs of its members, who have proven an accurate barometer of the nation as a whole. General President William J. McCarthy has renewed the Teamster practice of polling its membership prior to making an endorsement in a presidential election.

TEAMSTERS SUPPORT
ROOSEVELT
PROGRAM

Due to the strong and loyal participation of the membership, the Union's political action fund, DRIVE (Democrat, Republican, Independent Voter Education) has grown from its creation in 1963 to become the largest program of its kind in the United States.

Once again, in 1988, the Teamsters Union will be involved heavily in both the presidential and general elections. It is vital that Teamster members review the candidates' stands on the issues and support those who understand the needs of working people. Follow the election as it unfolds and make your voice heard in the ballot box.

Lies and Statistics on Labor Day: The Voters Will Decide

As Americans observe the holiday set aside to honor working people, they will be hearing a great deal in the media about the well-being of the nation's workforce.

Much of the information will be coming from sources that have opposite viewpoints and a vested interest in what information is presented to the voting public. Often the differences in their descriptions of the economy will make it seem that the analysts are describing two different countries.

On the one hand, Americans will hear from Reagan Administration sources armed with data showing that the number of persons employed in the United States has been growing at record levels and that unemployment is falling. In fact, in July, unemployment was lower in 44 states than it was a year earlier.

On the other hand, critics of the Reagan Administration will point out that the states typically only provide out-of-work benefits to between 15 to 22.4 percent of the 6.6 million unemployed persons in the U.S. today. Moreover, the detractors point out that the unemployment situation doesn't do justice to the wage squeeze that workers have been experiencing, nor does it account for the fact that 35 million Americans have no health care insurance.

Polling data shows that a majority of voters decide who to vote for based on their perception of the economy. Therefore, candidates go to great lengths to influence the voters' thinking in this area. Pay particular attention to the candidates' messages concerning the economy, foreign trade, jobs, wages, labor unions and related issues. Ultimately it is you, the voter, who will decide which version of the nation's economic health is closer to reality.

1988 Bakery Conference Held in Toronto

The Teamsters National Bakery Conference of the United States and Canada convened its annual meeting the week of July 24 in Toronto, Canada.

The host local union of this year's conference was Local 647 in Toronto. Robert Meidel, director of the National Bakery Conference, welcomed all the delegates to Toronto and to the "great nation of Canada."

Reverend Oscar Agard of St. Michael's and All Angels Church opened the five-day session by giving an invocation to all the delegates and guests at the conference.

Charlie Thibault, president of Joint Council 52 in Mississauga, Canada, greeted all the delegates and wished them a pleasant and successful stay in Toronto. He told them how pleased and proud he was that the Teamsters National Bakery Conference had chosen Toronto as the meeting place for 1988. Thibault said Toronto has a population of 3.5 million, and that it's a city with many different cultures, all contributing to make Toronto a truly cosmopolitan city. There are many Teamster jobs in Toronto, Thibault said, explaining that the area is the heart of the industrial land in Canada.

Vice Presidents Cox, Riley Address the Delegates

Two of the keynote speakers at the conference were International Vice Presidents Jack Cox and Mike Riley. Both International Vice Presidents extended greetings from General President Billy McCarthy and the entire General Executive Board.

Vice President Cox told the delegates that he attended his first Teamster Bakery Conference 25 years ago in Minnesota, and that he had seen many important advancements in the baking industry over the years. Cox has been an active participant in the "Bakery Group," especially on the west coast.

TEAMSTERS
NATIONAL BAKERY CONFERENCE
U.S.A. AND CANADA

At the recent Bakery Conference meeting, from left to right, Bob Flynn, International Vice Presidents Ed Lawson and Mile Riley; Joe Padellaro, chairman; Bob Meidel, director; Tim Sullivan, secretary-treasurer; International Vice President Jack Cox, and Ed Tyler, vice-chairman.

He is also a representative of the Baking Industry and Teamsters Labor Conference (BITLC), which has been an outstanding success in bringing labor and management together within the baking industry.

Vice President Mike Riley stated that the Teamsters Bakery Conference meeting in Canada was the first he had attended, and that he was pleased to be there representing the International. Riley praised Teamster members for their dedication and for their unparalleled solidarity.

He also spoke out on the problem the Teamsters Union faces today with the federal government's "lawsuit to take control of this reputable union."

Officers Nominated and Elected for Coming Year

The delegates nominated and elected the officers that will head the Teamsters National Bakery Conference for the next year, including: Joseph Padellaro as conference chairman, replacing Dave Torre who retired in June 1988; Tim Sullivan, conference secretary-treasurer; Ed Tyler of Local 227, Seattle, Washington, vice chairman of the conference; and Bill Overy of Local 647, Toronto, Canada, recording secretary of the conference.

Bakery Industry Problems A Focus During Meeting

Robert Flynn, administrative assistant to the General President, extensively discussed bakery problems and the persistent Frito-Lay situation throughout the United States. Flynn said that in order to keep the baking industry strong and active, Teamsters must organize in all the bakery and bread local unions.

Flynn also detailed for the delegates the procedures that should be taken when negotiating with Frito-Lay. He concluded his remarks by discussing the "merchandisers" classification being introduced in the Chicago, Illinois, area.

The week-long conference revolved around key themes and industry problems such as: Frito-Lay contracts, bakery closings, current and upcoming negotiations in the delegates' immediate areas, as well as in national negotiations. A few of the delegates gave reports on employers' threats to cease bargaining, go nonunion, and reduce commission rates.

Tony Catenaro, secretary-treasurer of Local 194, Union, New

Jersey, told the conference about his experience and that of Richie Volpe, secretary-treasurer of Local 550, New Hyde Park, New York, with Drake Bakeries. Catenaro said that 60 days prior to the expiration of his local's contract, Drake attempted to sell its routes to the company's bakery driver-salesmen. After the locals pursued legal recourse, the federal court enjoined the employer from any further attempt to sell out until their contract expired.

Because the employer had cleverly incorporated a "no strike" clause in their contracts, the two Teamster officers asked Teamsters from Local 463, Philadelphia, Pennsylvania, to send their picket signs to New Jersey and New York. This shut down the two Drake Bakeries with the help of the inside workers.

With this display of solidarity, the employer was compelled to drop the owner-operator ploy and a new contract was negotiated.

Another well-received speaker was International Vice President Ed Lawson. Lawson welcomed all the delegates and guests to Toronto, stating that Toronto had become Canada's financial center.

Computerized Bookkeeping Detailed for Delegates

Addressing the Teamster Bakery Conference, John Hartigan, an international auditor, discussed in detail the computerized bookkeeping system referred to as "CBS" which is available to all locals, and is in use by many local unions, joint councils and area conferences across the U.S. and Canada.

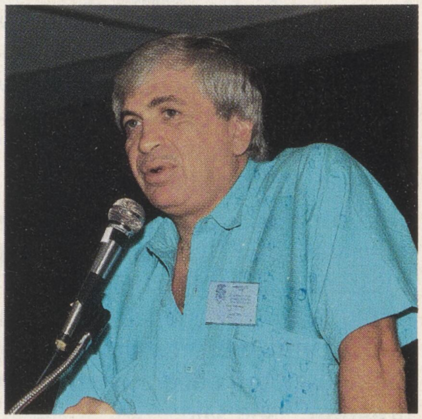
This computer system posts disbursements and has the ability to print checks, reconcile bank statements at the end of each month, handle the payroll, and make up trustees' reports for the International.

According to Hartigan, "It follows our manual system as noted in the manual." CBS will provide cost savings to locals by eliminating unnecessary paperwork, at a total start-up cost of less than $3,000.

The International headquarters has a toll-free number which will connect locals to the experts to help them with any problems. "This system will eliminate the many books that clutter today's offices," Hartigan said.

(Continued on next page)

Bob Marciel, International Dairy Division director.



Tony Catenaro, secretary-treasurer of Local 194, Union, New Jersey.

Tim Sullivan, secretary-treasurer of Teamsters National Bakery Conference.

Named as BITLC "Men of the Year for Labor and Management" were Bob Marciel (second from left) and Lou Pasquesi Jr. (second from right) of Gonnella Baking Co. Also pictured are Tony Presutto (far left) with Entenmann's, Inc. and Chuck Gagnon, (far right), ECT Bakery Representative.

Bakery Conference in Toronto (continued)

A resolution was adopted unanimously by the delegates of the Teamsters National Bakery Conference, congratulating General President Billy McCarthy on his new office.

Barbara Handley, a certified alcohol-abuse counselor at Brunswick Hospital, in Amityville, New York, spoke to the delegates at the Bakery Conference. She informed them of the basic facts surrounding an alcohol or drug dependency. Handley, wife of Local 802, Long Island City Secretary-Treasurer Gerry Handley, detailed how many addicted substance abusers are unaware of their addiction, and how such addictions can destroy marriages, home life, jobs, and victims' physical and mental condition.

In conclusion, she informed the delegates that the first place a substance abuser should be referred to for care is a detoxification unit. "Until then it's difficult for the abuser to cooperate with any program," she said.

Other guests at the conference included: Robert Marciel, International Dairy Division director, and Chuck Gagnon, Eastern Conference of Teamsters bakery representative.

The delegates agreed that the conference's meeting in Toronto had proved to be one of the most successful and productive meetings held in the baking industry. They were confident that the extensive discussions would go a long way toward solving many of the problems encountered by Teamster members in the industry. Another important success of the meeting was pinpointed by Al Marinelli, the central regional director of the Canadian Conference, who commented: "The border that separates Canada and the United States is the border that joins us, not separates us, and this meeting provided evidence of that fact."

BITLC Executive Committee Meets

The Baking Industry and Teamster Labor Conference (BITLC) Executive Committee met concurrently with the week-long Teamster Bakery Conference meeting in Toronto, Canada. The BITLC is in its first year as a labor/management cooperation program and has established the kind of atmosphere in which Teamsters and baking industry executives can discuss and resolve the issues of concern to every worker and executive in the baking industry.

Last year the BITLC earned support from a federal grant and accomplished a great deal for every Teamster in the baking industry. Those accomplishments included an agreement on a model substance abuse and drug-testing policy that was reached jointly with employers; and the first meeting of regional representatives to discuss coalition approaches to health care cost management.

Safety Film Makes Debut

Making its debut during the BITLC's meeting, the first film specifically for the training of new bakery route salespeople—entitled: "A Real Committment to Safety,"—received high praise from the delegates. This training film, which is now available, was developed to introduce basic job knowledge skills and attitudes. Focusing on the dual overlapping roles of the professional driver and professional salesperson, the film overviews the baking industry and its distribution system, explains concepts of safe and effective job performance, and motivates viewers with its fast-paced and upbeat presentation.

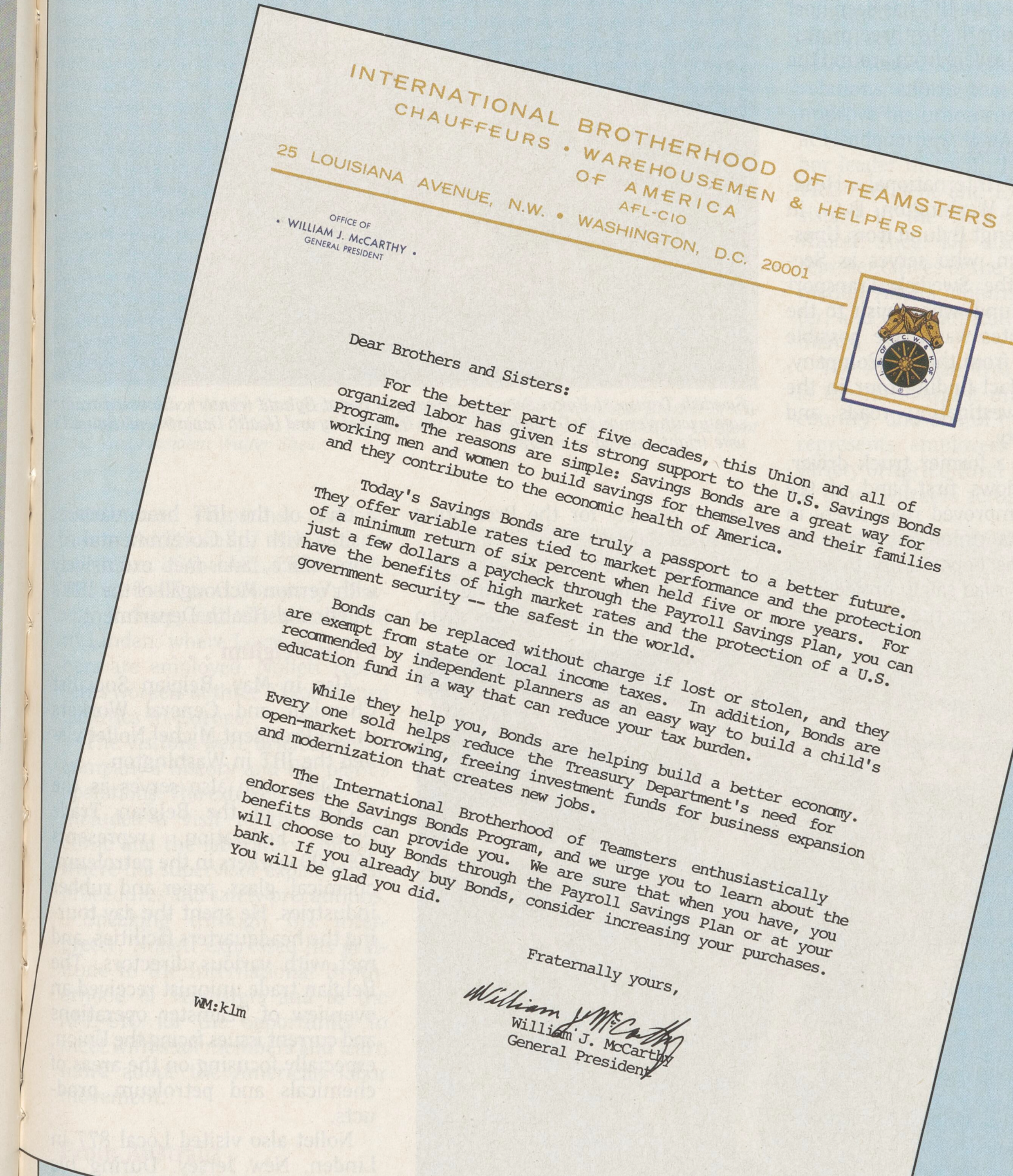
For information in purchasing this film, interested members should contact The Baking Industry and Teamster Labor Conference at 4590 MacArthur Boulevard, Suite 200, Washington, D.C. 20007. The BITLC's telephone number is (202) 337-1502.

New Projects Discussed

During the meeting of the BITLC Executive Committee, the committee members discussed the numerous new projects for this year which are considered to be of pressing concern to workers: employee safety, pension reciprocity, AIDS policies, evaluation of substance abuse policy, physical fitness in the workplace, and safe driver awards.

In 1988–89, the BITLC will expand and continue the publication "The Labor Management Reporter," an informative newsletter discussing BITLC issues at the national and regional level. The BITLC also plans to produce additional safety and training films for route salespeople, and assist local unions and companies in implementing substance abuse and drug testing policies.

The Executive Committee is working now on selecting projects in those issues for this year. Questions and suggestions should be directed to BITLC's Director, Cynthia Kunz, at (202) 337-1502.



INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS • WAREHOUSEMEN & HELPERS
OF AMERICA
AFL-CIO
25 LOUISIANA AVENUE, N.W. • WASHINGTON, D.C. 20001

OFFICE OF
• WILLIAM J. McCARTHY •
GENERAL PRESIDENT

Dear Brothers and Sisters:

For the better part of five decades, this Union and all of organized labor has given its strong support to the U.S. Savings Bonds Program. The reasons are simple: Savings Bonds are a great way for working men and women to build savings for themselves and their families and they contribute to the economic health of America.

Today's Savings Bonds are truly a passport to a better future. They offer variable rates tied to market performance and the protection of a minimum return of six percent when held five or more years. For just a few dollars a paycheck through the Payroll Savings Plan, you can have the benefits of high market rates and the protection of a U.S. government security -- the safest in the world.

Bonds can be replaced without charge if lost or stolen, and they are exempt from state or local income taxes. In addition, Bonds are recommended by independent planners as an easy way to build a child's education fund in a way that can reduce your tax burden.

While they help you, Bonds are helping build a better economy. Every one sold helps reduce the Treasury Department's need for open-market borrowing, freeing investment funds for business expansion and modernization that creates new jobs.

The International Brotherhood of Teamsters enthusiastically endorses the Savings Bonds Program, and we urge you to learn about the benefits Bonds can provide you. We are sure that when you have, you will choose to buy Bonds through the Payroll Savings Plan or at your bank. If you already buy Bonds, consider increasing your purchases. You will be glad you did.

Fraternally yours,

William J. McCarthy

William J. McCarthy
General President

WM:klm

International Union Leaders Visit IBT Headquarters

Truly living up to its international scope, the IBT has been host in recent months to three prominent labor leaders from around the world.

Swedish Transport Union Secretary-Treasurer Bengt Bylund (center), discussed traffic safety with Vernon McDougall (left) of the IBT's Safety and Health Department. Bylund's wife (right), served as interpreter.

From Sweden . . .

Visiting International Headquarters in Washington, D.C., in May was Bengt Bylund from Uppsala, Sweden, who serves as Secretary of the Swedish Transport Union. Bylund, whose visit to the United States was made possible by a grant from the 3M Company, was on a fact-finding tour in the States, investigating roads and traffic safety.

Himself a former truck driver, Bylund knows first-hand of the need for improved road safety in Sweden. As union secretary, he has had the opportunity to work on various road safety projects, in cooperation with the Swedish National Society for the Promoting of Road Safety.

Accompanied by his wife, who acted as interpreter during the visit, Secretary Bylund was given a tour of the IBT headquarters, visited with the Governmental Affairs office, and met extensively with Vernon McDougall of the IBT's Safety and Health Department.

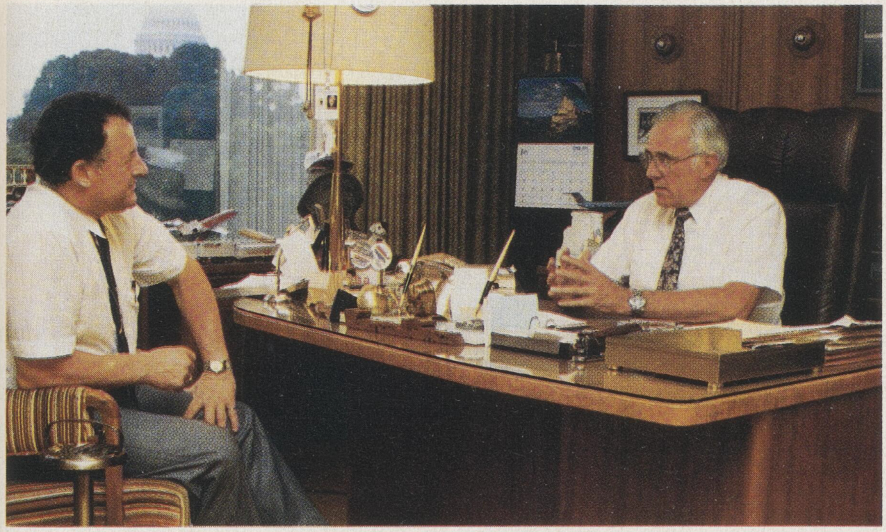
As part of the group's tour through the Bayway Refinery and Chemical Plant in Linden, New Jersey, Teamster Bob Thompson (far right) of Local 877 explains the operations of the Isom unit. Pictured left to right are: Local 877 President John Brandon, Secretary-Treasurer W. Blusewicz, Michael Nollet, H. Goldberger and Gill Martin, the State Department Interpreter accompanying Nollet on his trip.

From Belgium . . .

Also in May, Belgian Socialist Chemical and General Workers Union President Michel Nollet visited the IBT in Washington.

Nollet, who also serves as the Secretary of the Belgian Trade Union Federation, represents 105,000 workers in the petroleum, chemical, glass, paper and rubber industries. He spent the day touring the headquarters facilities, and met with various directors. The Belgian trade unionist received an overview of Teamster operations and current issues facing the Union, especially focusing on the areas of chemicals and petroleum products.

Nollet also visited Local 877 in Linden, New Jersey. During his visit, he met with local leaders to compare normal day-to-day union operations between the United States and Belgium, including discussions on grievance procedures,



Australian labor leader Earl Hodder (left), secretary of the Queensland Branch of the Australian Workers' Union, met recently at IBT Headquarters with Executive Assistant and Vice President Walter Shea.

health care programs, and pay raises. Additionally, with the cooperation of the AFL-CIO, Nollett toured the Exxon Company's Bayway Refinery and Chemical Plant in Linden, where Local 877 members are employed. Nollett represents workers at three Exxon-owned facilities in Europe.

The visitors were briefed on the company's history and the plant's operations. The extensive plant tour included a visit to the medical clinic and the laboratory complex where the supervisor explained lab procedures and safety precautions.

Speaking through his interpreter, Nollett expressed his gratitude to the International Brotherhood of Teamsters and to the AFL-CIO for the opportunity to meet with staff members and learn more about the American labor movement.

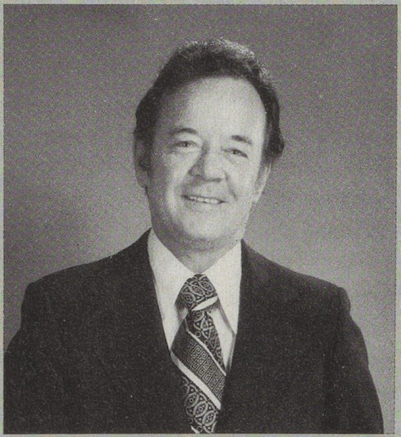
From Australia . . .

In July, Teamsters welcomed Errol Hodder, secretary of the Queensland Branch of the Australian Workers' Union, to the International's offices.

Hodder's IBT visit, arranged in conjunction with the Asian-American Free Labor Institute, AFL-CIO, focused on effective public relations efforts that could help improve his union's image. While at Headquarters, the Australian labor leader met with International Vice President and Executive Assistant to the General President Walter Shea. He also met with representatives of the IBT Governmental Affairs, Information Center, and Communications Departments.

The Australian Workers' Union is the fifth largest union in that country, and one of the oldest. It represents employees in a wide variety of agricultural jobs, as well as other workers across Australia.

In Memoriam



Teamsters lost a good friend and dedicated leader when Karl "Curly" Rogers, president of Local 541, Kansas City, Missouri, and vice president of the Missouri-Kansas Conference of Teamsters died, July 3, 1988.

Rogers, an active member of the Teamster Negotiating Committee during past negotiations for National Pipe Line Agreements, is survived by his widow, Edna; a son, Michael, a business representative for Local 541; and a daughter, Nicki.

Tom Kellerhuis, IBT director of the Building Material and Construction Division, who worked closely with Rogers on the pipe line contract, expressed the Union's sadness at the Kansas City Teamster leader's death.

"Curly was one of those rare individuals who would often sacrifice his own agenda in order to help others. He was the kind of trade unionist others could pattern themselves after, but no one will ever fill his shoes. Teamster members in the Contruction Division have suffered a profound loss, and we will miss him greatly."

Teamsters Claim Victory In Landmark Braniff Decision

A U.S. Department of Transportation Administrative Law Judge has ruled that the bankruptcy of Braniff International Airways and its preceding employee layoffs between September 1980 and May 1982 were caused in major part by the regulatory changes imposed by the Airline Deregulation Act of 1978.

The comprehensive 126-page decision was issued on May 12 by Administrative Law Judge Ronnie A. Yoder six years after Braniff Airways declared bankruptcy on May 13, 1982. The case for Braniff's employees was jointly presented by the International Brotherhood of Teamsters and the Air Line Pilots Association (ALPA).

Significant First Step

This decision is significant because it is the first step in the process through which eligible employees of Braniff Airways can receive federal assistance payments to compensate for the job or pay losses they suffered from the airline's shrinkage and subsequent bankruptcy in the post-deregulation environment.

Section 43 of the Airline Deregulation Act of 1978 established an Employee Protection Program which provides for the payment of monetary benefits to employees if they have been deprived of employment or have had their compensation reduced "on account of a qualifying dislocation." To constitute a "qualifying dislocation," a bankruptcy or employment contraction must be determined by the Transportation Department to have been caused in major part by the regulatory changes prescribed by the 1978 Act.

Deregulation Act Linked To Braniff's Demise

In short, the Judge held, regulatory changes made by the 1978 Deregulation Act "constituted the major cause of the events in question, since there is a direct chain of casually linked events between enactment of the . . . (Act) and Braniff's demise. Other suggested causes operated only intermittently, if at all, during the period under investigation."

The *Braniff* decision is the first to find that employee job loss was directly caused by deregulation. The exact number of employees who may qualify for federal financial assistance is not known, but is estimated in the thousands based on the number and size of the air carriers involved.

Unions Site Extraordinary Delay

The entire process has been subject to extraordinary delay. Claims filed by affected individuals have been pending at the Civil Aeronautics Board and the Department of Transportation since 1979 without any action being taken. In 1985, the Air Line Pilots Association successfully initiated legal action to force the Transportation Department to process pending cases under the Employee Protection Program. Yet only three initial decisions have been issued to date.

Reacting to this pattern of delay and neglect, Captain Henry Duffy, president of ALPA, and IBT General Secretary-Treasurer Weldon Mathis, said in a joint statement:

"Administration of the employee protections prescribed by the Airline Deregulation Act of 1978 has been abominable. From the beginning, the Civil Aeronautics Board and the Department of Transportation have repeatedly denied that deregulation was responsible for job losses suffered by airline employees. Those agencies employed every possible procedural device to delay and confound the process. The *Braniff* decision shows why: in fact, deregulation caused enormous suffering among airline employees."

Prompt and Decisive Action Is Needed

"If the Employee Protection Program is not to be a hollow mockery, prompt and decisive action is needed. First, due to the delay encountered thus far, Congress should extend the program for a minimum of five additional years. Second, the Department of Labor must expedite rule making to implement the program. Otherwise, we must give serious consideration to initiating legal action to compel rule making. Third, Congress must appropriate monies to fund assistance payments in accordance with the intent it so clearly expressed when the 1978 Deregulation Act was enacted. Fourth, the Transportation Department must expedite its decision making. Complicated airline merger cases are routinely processed to final decision within six months. Six years is too long to decide whether employees qualify for financial assistance."

Congress Called Upon To Evaluate Deregulation

"Finally, we are calling on Congress to initiate a thorough analysis of the first 10 years of airline deregulation to determine just how badly airline employees have suffered from the consequences of deregulation. That review can be expanded to other industries, such as trucking, where the ravages of deregulation on legitimate employee interests also have been ignored or denied by federal agencies."

Union Label Week Set for Sept. 5–10

Each year, the American labor movement designates a week near Labor Day as Union Label Week. This nationwide event honors American workers and the emblems of the trade union movement—the union label, shop card, store card, and service button.

This year, September 5–10 has been proclaimed Union Label Week by the AFL-CIO and its Union Label and Service Trades Department. It is a time set aside to help pay tribute to the on-the-job efforts of the working men and women who help keep America's economy strong.

The Union Label and Service Trades Department has worked throughout the years to expand the celebration of Labor Day—a day that rejoices in the progress of freedom and dignity in the workplace—by developing Union Label Week and related activities. During the week, labor joins together to highlight the accomplishments of the free American labor movement and to emphasize the importance of buying the products American workers produce.

Through suggested radio public service announcements, proclamations adopted by local and state governments, special graphics, and editorials geared toward Union Label Week, the labor movement attempts to generate increased understanding and awareness in local communities across the country about the importance of buying American-made, union-made goods.

"This is a week for everyone to make a commitment and a concentrated effort to look for the union label, shop card, and service button," says Sidney Heller, secretary-treasurer of the Union Label and Service Trades Department, AFL-CIO. "We in the labor movement are over 14 million members strong, and that is a lot of purchasing power."

"Just think what an impression we could make," Heller stresses, "if we all exercised that power to buy American-made products. To maintain our standard of living and keep America strong, we have to stand together in solidarity—buy what we make and patronize our organized services and facilities."

Organized labor in the United States has won significant gains for working men and women since the first Labor Day was celebrated in 1882. Through continuous and tireless efforts, workers today enjoy a 40-hour work week, health and welfare benefits, paid vacations, child labor laws, social security, a minimum wage standard, occupational safety and health protections, and other sound and economic reforms.

In tribute to the forefathers of the labor movement who struggled and sacrificed to achieve these hard-earned gains, and in honor of today's workers who are helping to keep America's economy strong and healthy, Teamsters everywhere are encouraged to join in Union Label Week activities in their area.

Remember: Look for the union label, and help keep America working!

Union Label Week Proclamation

City and state government offices all across the country are proclaiming September 5–10, 1988, as Union Label Week, by officially endorsing the following proclamation:

WHEREAS, Organized labor has always led the fight to improve the lot of all American workers; and

WHEREAS, Labor organizations remain in the forefront of battles to protect consumer rights and secure justice and equality for all citizens; and

WHEREAS, Foreign goods are invading our markets at a record rate; and

WHEREAS, Foreign imports are pushing American products out of the market creating plant closings, unemployment and unparalleled imbalance of trade; and

WHEREAS, We can protect the American economy by insisting on buying American made products; and

WHEREAS, Distinctive emblems of quality American craftsmanship and service are the Union Label, Shop Card, Store Card and Service Button; and

WHEREAS, The Union Label and Service Trades Department, AFL-CIO, each year sponsors UNION LABEL WEEK to salute those hallmarks that are uniquely American; now, therefore, be it

RESOLVED, That September 5–10, 1988, be known as UNION LABEL WEEK to honor those distinguished emblems of American working men and women and to call upon all citizens to make a concentrated effort to Buy American and support the products and services identified by the Union Label, Shop Card, Store Card and Service Button.

Supreme Court Affirms Union's Right To Peacefully Handbill

On April 20, 1988, the Supreme Court decided the *DeBartolo* case, which dealt with a union's right to handbill under the National Labor Relations Act (NLRA). This review of the Court's decision is a follow-up to the report on handbilling on private property reported in January's issue of *The International Teamster*.

This important case began in 1979, when union members of the Florida Gulf Coast Building Construction Trades Council passed out handbills to shoppers at a Tampa, Florida, shopping mall owned by the Edward J. DeBartolo Corporation. The handbills urged consumers not to shop at the mall because one of the companies supplying labor to build a store there was paying substandard wages. The leaflets clearly stated that this appeal was only to the public, and not meant to induce anyone to stop work or refuse to make a delivery.

After DeBartolo filed unfair labor practice charges against the union with the NLRB, the Labor Board dismissed the complaint, finding that the handbilling was protected by a provision in the NLRA which allows publicity, other than picketing, for the purpose of truthfully advising the public that a union has a dispute with a primary employer, as long as the publicity (handbilling, leafletting, etc.) does not cause anyone to stop work at the site of the protest.

This complex section of the federal labor laws is intended to protect a neutral, or uninvolved, employer from being pressured in a labor dispute which is not his problem to solve. There is a fine line between entirely lawful picketing of a primary employer, and unlawful picketing of a secondary employer. This case dealt with a union's right to peacefully *handbill*, not picket, a secondary employer, and whether such a protest was protected by the labor laws or the United States Constitution.

When the pre-Reagan NLRB dismissed the complaint against the union the employer appealed, and the case made its way to the Supreme Court in 1983. The Court then sent the case back to the Board, where a change in membership on the Board accounted for a new reading of the Act, one which prohibited this type of conduct. This time the union appealed, and won. Eight years after the dispute began, the Supreme Court, in an 8–0 decision, reaffirmed a union's right of free speech, and refused to accept the Reagan Board's definition of a secondary boycott.

> DeBartolo *is a major victory for unions and their members because it sends a strong message to employers, the current NLRB, and hopefully the Justice Department, that union rights are anything but "secondary."*

This decision is important because it proclaims loud and clear that union members have as much right to express their opinions as does anyone else. Had the Court ruled the other way, unions would have had a lesser degree of protection under our Constitution, since to prohibit peaceful appeals to the public would be a right enjoyed by everyone but union members.

Government and DeBartolo Corp. attorneys argued that the union's interpretation of free speech would give them free reign to enact illegal secondary boycotts, but the Supreme Court disagreed. Justice White, speaking for the Court, countered that the Board's reading of the statute would make an unfair labor practice out of any kind of publicity urging a consumer boycott of employers, other than those the law specifically mentions. Justice White analyzed the legislative history of the secondary boycott sections, which were amendments to the NLRA, and found that peaceful persuasion of consumers that does not involve picketing and is not coercive was not meant to be prohibited by the Act.

The Court noted that under the Board's definition, even "Buy American" campaigns would be unlawful, simply because they do not fit into the literal reading of the statute. In rejecting the Board's position, the Court was able to avoid the First Amendment problems that would have arisen under the NLRB's prohibition of this type of handbilling.

It is worth noting that this decision does not apply where a union pickets and leaflets at the same time. Similarly, this case does not apply to situations where a union carries signs or sandwich boards, or acts in any way that may coerce or intimidate consumers. The court was careful to note that there was no violence, picketing, or patrolling, and only a peaceful attempt to persuade customers not to shop in the mall in this case.

This case does not change existing rules as to right of access to private property for union handbillers unless such right existed under the law already. The law also remains unchanged in that the leafletting will become illegal if it has any effect of causing *employees* to strike or refuse to do work.

Nonetheless, *DeBartolo* is a major victory for unions and their members, because it sends a strong message to employers, the current NLRB, and hopefully the Justice Department that union rights are anything but "secondary."

Can a Union Member Sue in State Court For Wrongful Discharge?

Imagine that you, a union member, are injured at work and you file a worker's compensation claim. Imagine, though, that your employer thinks you are not really hurt, and so you are fired simply because you filed the claim.

As a union member, working under a Teamster contract, you are likely not allowed to be fired except for "just cause", and your discharge would likely be fought through the grievance and arbitration process.

But is the grievance process your only avenue of relief? Can you sue in state court for "wrongful discharge" as well?

Unanimous Supreme Court Ruling

In June the U.S. Supreme Court decided that you can bring a state court action against your employer independent of your contract claim, one that may provide other monetary remedies than the traditional reinstatement and back pay awards available under the arbitration process.

Whether to permit union members a separate state court action apart from the contractual grievance procedure has been a topic of great debate among lawyers and the courts, but the Supreme Court now has quieted at least some of the controversy by deciding unanimously that union members have additional rights that exist independent of the negotiated labor contract.

In *Lingle v. Norge* the employee was injured at work and filed a worker's compensation claim. Subsequently, she was fired for filing an allegedly false claim, and her union grieved the discharge pursuant to the collective bargaining agreement's "just cause" provision. While the grievance was in the arbitration stage, the employee sued her employer in state court, claiming wrongful discharge in violation of state law.

The employer successfully transferred the case from state to federal court, where the employer thought it had a better chance of winning a dismissal. The federal district court did dismiss the case and court of appeals affirmed, concluding that the lawsuit was "preempted" because of the availability of arbitration under the terms of the labor contract. The employee appealed to the Supreme Court which reversed the lower courts on June 6, 1988, in a 9–0 decision.

> *In June the U.S. Supreme Court decided that you can bring a state court action against your employer independent of your contract claim, one that may provide other monetary remedies than the traditional reinstatement and back pay awards available under the arbitration process.*

Defining "Preemption"

Basically, the Supreme Court reaffirmed a principle announced many years ago that if a state claim can be resolved without reference to the collective bargaining agreement, then the state claim is not preempted. Although complex and confusing, the "preemption" doctrine in essence means that under the U.S. Constitution the federal law preempts, or displaces, a state law which regulates the same relationship—here, the employee/employer relationship. Since the U.S. Congress decided in 1935 to enact comprehensive regulation of this relationship by enacting the National Labor Relations Act, this federal law takes precedence over any state regulation of labor-management relations.

Generally such state laws and regulations which conflict or are inconsistent with federal labor laws are invalid and unenforceable. Employers then have great incentive to try to "preempt" an employee's state claims because the potential remedy would be exclusively a federal one, which often places employers at less risk of excessive or uncertain monetary damages.

State Remedies

It must be noted that many states have independent remedies for certain types of wrongful discharge. Many states' worker's compensation laws provide a separate remedy for employees who are discharged for filing a claim. Although an increasing number of courts were permitting union members to file state court actions for wrongful discharge, other courts routinely dismissed such suits as being preempted. The *Lingle* case is important because it resolves a conflict among the federal courts by finding "no preemption" when a union member brings a valid wrongful discharge lawsuit against his/her employer based on his/her state's laws.

Another big issue in preemption law is whether a state may bring ciminal charges against an employer who willfully violates health and safety standards in the workplace. At present the Supreme Court is slated to decide the issue this fall, so we will keep you informed of further development in this area of the "preemption" doctrine.

Teamsters Seek a Strong Machinery Lockout Standard from OSHA

Teamsters Safety and Health Director R. V. Durham renewed the Union's long-standing argument that the Occupational Safety and Health Administration (OSHA) needs a new standard to require dangerous machinery to be "locked out" before it is worked on.

Durham was responding to the latest sign of movement from OSHA in what has been painfully slow progress toward an OSHA standard to protect workers from the danger of being caught in or struck by machinery while they are doing service, maintenance, or repair work on it. Very bad injuries, and often deaths, occur when this machinery moves or starts up unexpectedly.

The Teamster Safety and Health Director voiced strong opposition to OSHA's proposal to allow employers to use easily removable warning tags instead of padlocks to prevent machinery start-up. "The only positive protection is a lockout," he told OSHA.

He also roundly criticized OSHA proposals that would only require one person to put his or her lock on a machine, even when several people are working on it. He took issue with a proposal to allow a supervisor to remove a worker's lock whenever that worker "is not available."

Additionally, Durham called for stronger training requirements than OSHA has proposed.

Pointing out that the Teamsters Union has members who work in construction, agriculture, and maritime industries, he objected to OSHA's move to exempt these industries from the standard.

Safety experts in many industries have recognized the need for this kind of OSHA standard for years. It was nearly eight years ago that Durham first urged OSHA to move swiftly to issue this standard, to fill "a glaring gap in existing standards for controlling hazards in which dangerous equipment could be started, energized or otherwise made deadly to workers." Despite that early urging and these latest arguments, the Teamsters Safety and Health Department does not expect OSHA to actually issue such a standard at least until a different Administration takes office.

Teamsters Push for Safer Tires on Trucks

On August 2, 1988, the International Brotherhood of Teamsters formally petitioned the Federal Highway Administration (FHWA) to upgrade safety regulations on truck tires.

The Teamsters asked FHWA to require more tread depth on all truck tires, and to prohibit the use of recapped, retreaded or regrooved tires on the steering axles of trucks.

Writing on behalf of the Union, Teamster Safety and Health Director R. V. Durham told Federal Highway Administrator Robert Farris that "Our members' safety, as well as the safety of other drivers who share the road with these commercial vehicles, depends on the performance of their tires under a variety of road and weather conditions."

Durham asked FHWA to adopt a recent recommendation by the National Transportation Safety Board to revise the Federal Motor Carrier Safety Regulations "to prohibit the use of tires worn below $4/32$ inch on any axle of a commercial motor vehicle." Current regulations require $4/32$ inch on the steering axle, but other tires are allowed to be worn down to $2/32$ inch of tread.

As quoted in the Teamsters' petition, the Safety Board stated:

> "Commercial tires worn below a tread thickness of $4/32$ inch should not be used for high-speed operation, particularly during wet pavement conditions. They are more susceptible to hydroplaning when inflation pressures are not properly maintained and may not generate adequate braking and cornering traction to maintain vehicle stability in high-speed maneuvers on wet pavement."

In asking the government to outlaw recapped, retreaded or regrooved tires on the steering axles of trucks, the Teamsters Safety Director pointed out that the National Master Freight Agreement (NMFA) has included a similar requirement since 1979. The NMFA provision reads: "There shall be first line tires on the steering axle of all road and local pick-up and delivery power units." The National Master Automobile Transporters Agreement also prohibits recap tires on the steering axle. Durham told FHWA that the fact that unionized carriers have followed this for years is proof that it is "absolutely feasible for the motor carrier industry as a whole."

Durham also pointed out that the Federal Highway Administration itself already requires this for buses.

Teamster Locals Active in DRIVE . . .

The shop stewards of Local 682, St. Louis, Missouri, are helping President Robert Sansone convert the Local's DRIVE check-off language from an annual to a weekly basis.

Robert Dabicci, president, Local 7, Kalamazoo, Michigan, is getting his members active in DRIVE. "They are responding quite well to the program," he says. "I hope to get them all involved."

Local 79, Tampa, Florida, President Robert R. Cummins (left) and Secretary-Treasurer Kenneth W. Wood (right) have signed up all of the UPS members at the Port Charlotte, Florida, center.

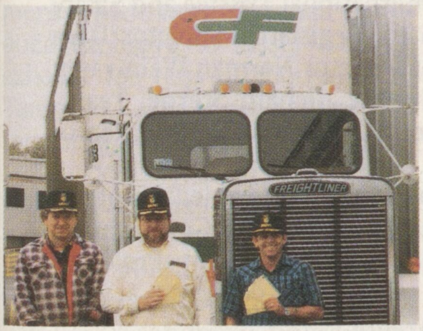
Wayne Nellis, business agent, Local 364 in South Bend, Indiana, helped sign up all of the Local's Preston mechanics.

Larry Wilson, recently elected secretary-treasurer of Local 81, Portland, Oregon, has beefed up DRIVE participation in his local. "I am glad that the DRIVE program is receiving the overwhelming support of the members," Wilson commented.

TEAMSTERS
DRIVE
UNION SERVICE
TEAMSTERS
UNION SERVICE

Thomas B. Griffith, president, Local 776, Harrisburg, Pennsylvania, is encouraged that DRIVE is growing in his local. "I see a great change in the mood toward this local in the state capitol, Griffith said. "New doors are opening up to us."

Robert E. Schorg (left), secretary-treasurer of Local 238, Cedar Rapids, Iowa, presents congressional candidate Eric Tabor with a DRIVE contribution. Tabor recently addressed a Teamster meeting including the members shown above.



C.F. Freightways employees who are members of Local 414 in Fort Wayne, Indiana, are joining DRIVE. Business Agent Mike Hinton (center), and Jerry Barton, road steward, display hundreds of cards signed at the Freemont terminal. Steve Quaderer, dock steward is at left.

Local 771 Supports Charity and DRIVE

LINE DC '29 TEAM WORK

Local 771's President Kenneth C. Laukhuff (handcuffs, right) and Secretary-Treasurer Jay W. McKinney (handcuffs, left) were recently "arrested" by a local police officer in a benefit for the American Heart Association. Rumors are flying around the area that the Teamster leaders were "turned in" by the Local's members working at Skyline/Acme Markets, some of whom are shown above. Fortunately, Laukhuff and McKinney were able to raise $1,000 in bail money from sympathetic Teamsters and friends of the Lancaster, Pennsylvania, local. The money was turned over to the Heart Association and the two union officers were released. Aside from their unique charity activities, the members of Local 771 are also strong supporters of DRIVE.

Scouts Earning American Labor Merit Badges

Teamster members have a new opportunity to educate future generations of workers about the history and contributions, the structure and struggles of working people and their unions. How? By becoming an American Labor merit badge counselor.

The Boy Scouts of America recently introduced a new merit badge on American Labor that youngsters can earn by fulfilling a set of requirements that introduces them to the valuable contributions and role of America's free trade unions.

Counselors help scouts earn their badges by guiding them through completion of requirements that include segments on labor history, workers' rights and concerns, terminology and labor-management relations. Scouts also gain first-hand insights into labor unions by attending a union meeting or visiting a labor organization.

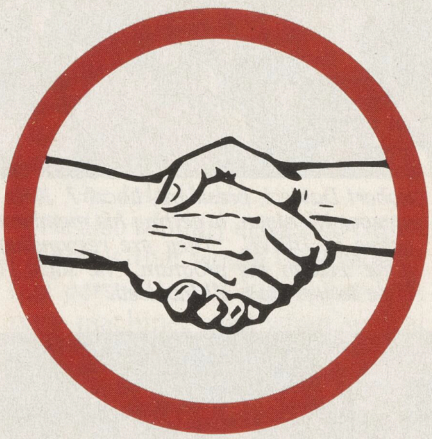
The American Labor badge is now one of more than 100 other merit badges that Scouts can earn in hobby and career subjects that include aviation, camping, computers, electronics, first aid, law, machinery, public speaking, sports, truck transportation, and others.

A History of Cooperation

Scouting has been closely associated with the labor movement for 76 years. AFL President Samuel Gompers and other union leaders met with scouting officials in 1912 and agreed to support the movement. Lending their advice and counsel to the Boy Scouts, the labor leaders made sure that its creed included respect for the values and dignity of workers.

As an American Labor merit badge counselor, union members are asked to share their time, experience and knowledge to guide young people interested in earning the badge. Counselors assist in the planning of the required projects and activities, and certify that the youth have qualified to earn the badge.

Appointments with the youth are made at the counselor's convenience.



AMERICAN LABOR

Helps, hints and support will come from AFL-CIO Community Services, the local Boy Scouts club and other badge counselors. Pamplets and other useful information for the counselor is available.

To get involved, contact your AFL-CIO Central Labor Council or local community services staff. For more information write:

Boy Scouts of America
Steve Boscardin, Labor Relationships Director
National AFL-CIO Community Services Liaison
1325 Walnut Hill Lane
P.O. Box 152079
Irving, Texas 75015–2079

Michigan Teamsters Hold Annual Seminar

The state of Michigan Joint Council 43 recently held its 19th Annual Fall Labor Seminar at the Boyne Highlands Inn in Harbor Springs, Michigan. Joint Council President Lawrence Brennan opened the meeting by introducing International Vice President Robert Holmes who addressed the delegates. General Secretary-Treasurer Weldon L. Mathis also spoke at the opening session.

A special feature of the conference was a one-day seminar for affiliate office personnel who handle Teamster pension and health and welfare matters. Instructors at the session included Barbara Jordan of the Michigan Teamsters Welfare Fund and Dave Secrest of the Central States Pension and Health and Welfare Funds.

Informative special sessions were conducted for Michigan Teamsters in various industries and crafts, including freight, construction, and brewery and soft drinks. All delegates heard from several speakers representing various departments of the International Union, including International Trustee and Safety and Health Director R. V. Durham; Legislative Director Dave Sweeney; Economics Department Director Norman Weintraub; Economics Department representative Richard Sterne; Teamster Retiree Housing Director John Joyce; and DRIVE Representative Mike Mathis.

The delegates also heard reports on important legal matters from several attorneys, including Dave Uelmen, Gerry Miller, James P. Hoffa, Michael Fayette and Jerry Coleman. Professor Mark Potuck of the University of Indiana delivered a well-received speech on "Stress and Wellness".

In the highlight of Joint Council 43's Seminar, the delegates heard from a good friend of the Teamsters Union—Tom Turner, secretary-treasurer of the Michigan State AFL-CIO—and later voted to reaffiliate with the state federation.

Diesel Exhaust a Potential Occupational Cancer Hazard Says Government Report

Diesel exhaust should be regarded as a potential occupational cancer hazard, according to a Current Intelligence Bulletin released in July by the National Institute for Occupational Safety and Health (NIOSH). The report recommends "that all available preventive efforts (including available engineering controls and work practices) be vigorously implemented to minimize exposure of workers to diesel exhaust."

Responding to the NIOSH report, International Trustee and Teamsters Safety and Health Director R. V. Durham called on OSHA and employers to take immediate steps to eliminate unnecessary exposure of workers to diesel exhaust emissions. "We hope these companies will recognize the responsibility they have to their employees," he said.

Durham noted that the Teamsters Safety and Health Department receives many complaints from local unions about diesel exhaust—particularly where diesel-powered fork lifts are used at trucking terminals. "This is by far the biggest health complaint from our members," he said. In response to this rank-and-file concern, special provisions were negotiated into the National Master Freight Agreement which were designed to reduce exposure to diesel fork lift exhaust for tens of thousands of Teamsters who load and unload freight at trucking terminals.

New contract provisions dealing with regular maintenance, removing smoking fork lifts from service, and not allowing diesel fork lifts to idle when not in use, closely parallel recommendations being made by NIOSH (see accompanying story).

The Current Intelligence Bulletin says that animal studies "confirm an association" between cancer and exposure to diesel exhaust. It says that evidence from studies of humans "suggests" a link to lung cancer. The consistency of these animal and human studies "suggests that a potential occupational carcinogenic hazard exists in human exposure to diesel exhaust." A previous NIOSH report, published before these animal and human studies, had linked eye irritation and "reversible" loss of lung function to diesel exhaust exposure.

A NIOSH study of the causes of death of Teamster members may provide more information about the health effects of diesel exhaust. This study, which began in 1983, is based on records of the Central States, Southeast and Southwest Areas Pension Fund. A report is expected within a few months.

Minimizing Diesel Health Risks

Along with the Current Intelligence Bulletin on diesel exhaust, NIOSH sent OSHA (the Occupational Safety and Health Administration) and MSHA (the Mine Safety and Health Administration) a separate document, "Minimizing Worker Exposure to Diesel Exhaust." In it, NIOSH made these recommendations:

- Engineering controls should be the principal method for minimizing potential exposure to diesel engine emissions in the workplace.
- When feasible, alternative sources of power or fuel with a lower potential health risk should be substituted for diesel-fueled engines in mechanical equipment.
- When diesel equipment is not in use, the engines should not be allowed to idle. Equipment should be turned off and restarted when needed again.
- Any diesel equipment that is producing visibly smoky exhaust should be immediately removed from service until the condition is corrected.
- A qualified person trained in diesel maintenance should conduct a pre-shift check of the condition of each diesel engine to be used on that shift.
- All diesel-powered equipment that is used regularly should be examined in more detail and tested at least every seven days.
- Bathing facilities, clothing change rooms, and toilet facilities should be provided in a convenient location. Facilities such as double lockers should be provided for workers so that soiled and clean clothing can be stored separately.
- The employer should provide for the cleaning, laundering, or disposal of contaminated work clothing.
- The employer should provide medical exams for all workers who are or may be exposed to diesel exhaust components above recommended levels. These exams should be provided to all workers without cost, without loss of pay, and at a reasonable time and place.

Labor Day Message from the General President

September 5, 1988

As leader of the largest and most successful union in the free world, I join with all Teamster members and trade unionists in the United States in observing the annual Labor Day celebration of the American worker. It is fitting and proper that there is one day of the year on which the citizens of the United States can sing the praises of the men and women of this nation who are hard at work everyday. These are the workers who are serving the nation's needs in the production and distribution of goods and services, and who are undeniably, more so than any others, the backbone of the economy of the United States.

Labor Day 1988, is perhaps the most important celebration of America's workers than any since Labor Day was first set aside as a federal holiday in 1894. Organized labor is facing a monumental problem that will test our resolve and our grit.

Because the threatened takeover of the Teamsters Union by the Department of Justice poses a danger to all labor unions in the nation, all trade unions and their members must unite in what should be the greatest display of trade union solidarity in the history of our nation. Such a display of solidarity could come at no better time than Labor Day 1988.

In our resolve to remain free and democratic trade unions, free of governmental interference, we can all celebrate that we have a majority of the members of the U.S. Congress on our side in this issue. We can also celebrate our recent legislative victories on Capitol Hill.

This year, we have seen enactment of the catastrophic insurance bill. And the long sought and long needed plant closing notice bill is now the law of the land.

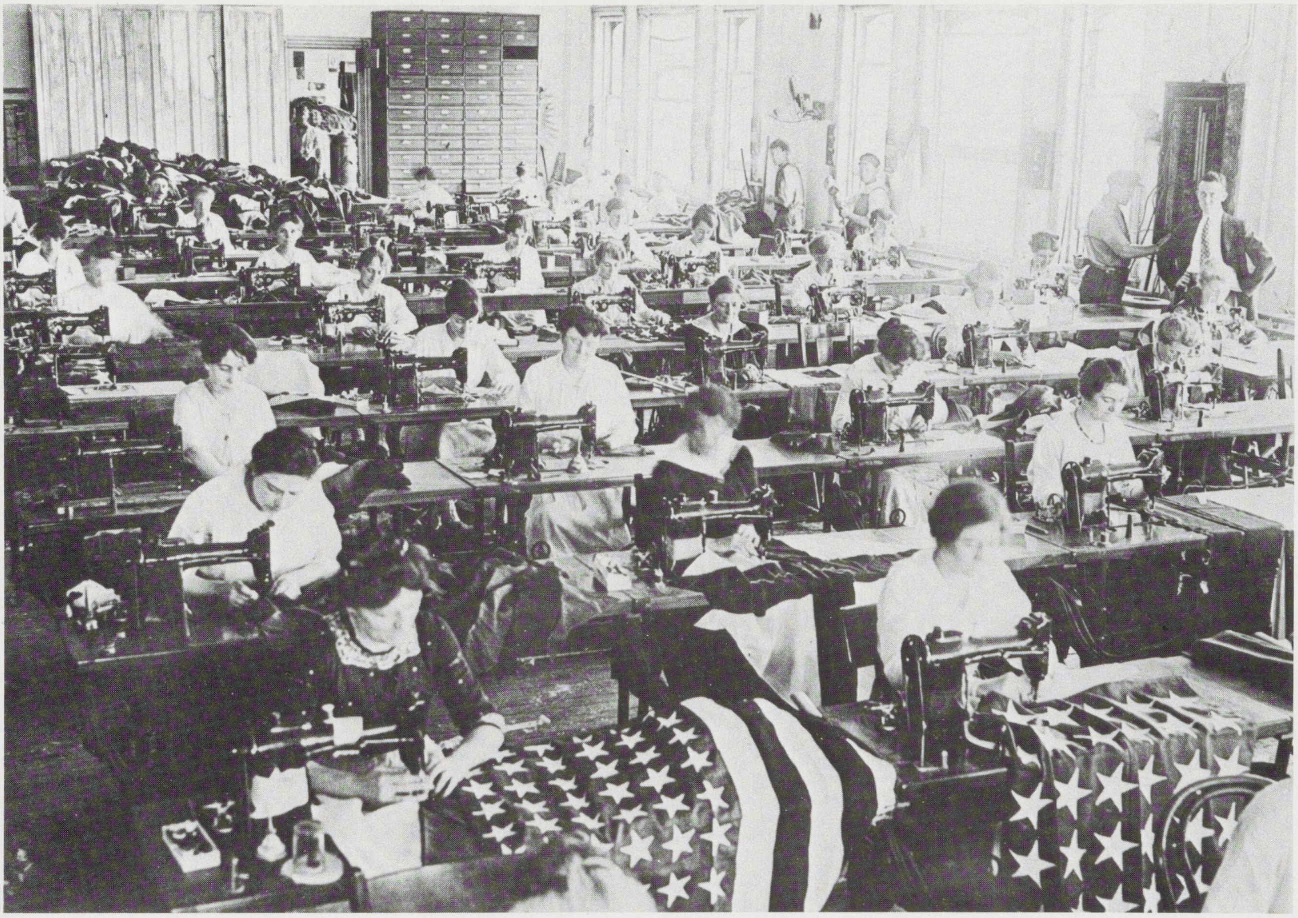
We have made great strides in getting a fair trade bill, and we can be optimistic that the nation's trend in exporting jobs will grind to a halt at long last. We are closer to getting a long overdue increase in the minimum wage, and it is now a national priority to get adequate child care financing legislation passed.

On September 5th, Labor Day 1988, let us recognize that political action has been one of our greatest strengths in the past few years, and let us resolve to ensure that all Teamster members and all trade union members are registered to vote in the critical November elections.

This Labor Day, we can celebrate being Teamsters and we can celebrate having the most progressive, most unstoppable labor union in the world.

William J. McCarthy

William J. McCarthy
General President



Nobody Can Turn Back the Clock on What the Labor Movement has Achieved

September 5th is Labor Day in the United States and Canada. It is a day honoring the men and women who built the labor movement through their struggle and sacrifice so that all working Americans and Canadians could enjoy dignity in the workplace a standard of living unparalleled in the world.

Labor Day is a day to reflect so we don't lose sight of the achievements organized labor has won for all of us. Through its continuous and tireless efforts, we have:

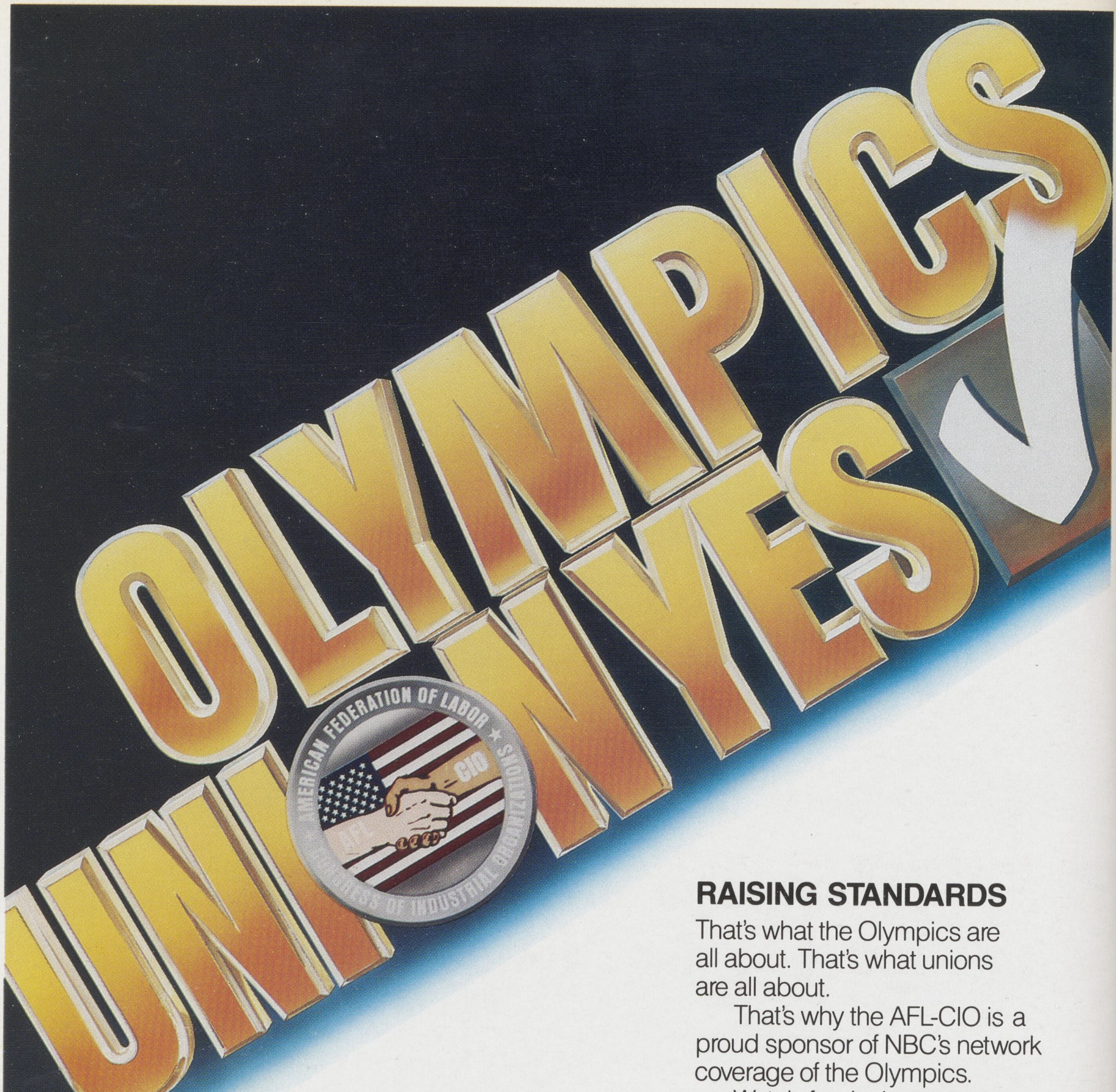
★ the 40-hour work week ★ health and welfare benefits ★
★ paid vacations ★ child labor laws ★ social security minimum wage ★
occupational safety and health laws ★ and a free public school system ★

This year, September 5-10, has been designated as Union Label Week. Buy American- and Canadian-made products, and look for the union label. Purchasing decisions affect each of us as individuals and the entire economy of our countries.

Protect yourself, your family and your union. Register and vote for pro-labor, pro-people candidates.

There can be no free and democratic society where free and democratic unions do not exist.

Photograph: Library of Congress


OLYMPICS
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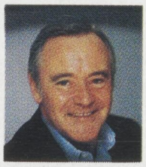
That's why the AFL-CIO is a proud sponsor of NBC's network coverage of the Olympics.



Watch for Jack Lemmon and the new "Union, YES" campaign, starting with the opening ceremonies of the Games of the XXIV Olympiad on September 16th, and running throughout the entire Olympic broadcast.

AMERICA WORKS BEST WHEN WE SAY...

UNION YES ☑

THE INTERNATIONAL
OCTOBER 1988

TEAMSTER

Key Teamster Sessions Focus on the Future

TEAMSTERS People Helping People

WELCOME
Industrial Trades
Division of I.B.T

I.B.T.
Registration
NATIONAL BLACK CAUCUS

Teamsters Meet to Tackle Problems, Target Solutions.

McCarthy with Secretary of Labor McLaughlin • Ohio Conference • Teamster National Black Caucus
Union-Busting Meeting • Eastern Conference • Industrial Trades

THE PRESIDENT'S MESSAGE

The most important act that any citizen of this country can perform is to exercise his or her right to vote for those who will lead the nation. The right of free franchise not only is guaranteed in our Constitution but underscores the foundation of the principles of freedom and liberty.

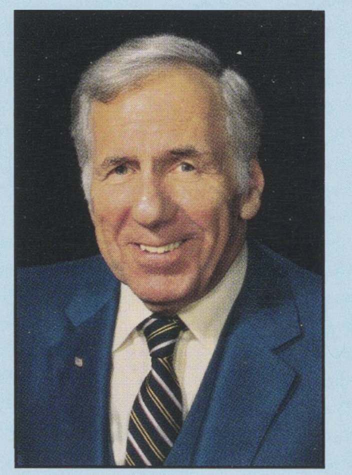
Nineteen eighty-eight marks a turning point in the electoral process that could make the differences toward electing candidates who will not only serve labor and the working people of America, but will also create a base for sound economic growth, more jobs, and better opportunities well into the 21st Century.

Realizing this, the International has made extraordinary efforts toward expanding our DRIVE program and our legislative and governmental affair activities. We intend to have a major impact on the direction of the November elections. Therefore, I would urge our entire membership to follow suit and register to vote in the upcoming elections at every level—local, state and national.

I am happy to report that our national DRIVE check-off program has been highly successful, and contributions have been coming in to headquarters from every area conference.

In the remaining time before the election, our goal is to double this effort. We must, if we are to compete with union-busters and anti-labor elements, and maintain an equilibrium in the political arena. We want to be confident that we will have the political and financial clout to have an impact and possibly make a difference—especially in some strategic Senate races where Teamster votes could decide the race. Good government and good legislation go hand-in-hand with political funding, and labor in the '80s can ill afford to lose the battle to big business and big government as we have in the years past.

One hundred percent participation in DRIVE is our only weapon to ensure that we elect the right kind of people who are concerned and sympathetic about the goals of the American people. All Teamsters should ask themselves how much they can afford in the coming months to ensure this cause, and pledge accordingly. No matter how small the contribution, as the saying goes, every little bit helps.



William J. McCarthy

There is much at stake in this election. By determining the outcome of the November elections, we will, in effect, be influencing the outcome of future legislative battles over issues of crucial concern to working men and women. Though much attention will be and has already been focused on the presidential election, I would remind you that labor's battles are fought every day in Congress, in state capitals and in city halls across the country. As far as the presidential election is concerned, the General Executive Board has decided to withhold any Teamster endorsement until we've studied the results of our poll.

Our nation's nomination and election process is unique among the democratic systems and singularly American. It is a process that invites every American to participate. I urge all Teamster members and their families to get involved, register to vote, and turn out for our national elections this November.

This year, we will elect not only a president, but governors, senators, members of Congress, and state legislators in every state. We have a responsibility if we want good government, a sound economy, and a better quality of life for all working Americans to participate in the electoral process and to exercise our franchise. This year especially, with control of the Senate in question and important gubernatorial races at stake, it is vitally important that Teamsters get involved.

I would urge each of you to participate through his or her local unions, joint councils and area conferences in voter registration efforts and to assist in getting out the vote among retirees, the handicapped, and other friends and neighbors who might need assistance in getting to the polls. This issue of the *International Teamster* has valuable and important voter information. I hope you will take the time to review it and use it for an effective vote in November.

To continue the groundwork we have laid, I ask for all Teamsters to participate and for all of you to help in every way you can—most importantly, to vote in November. We know that Teamsters are proud Americans, and we can speak with a proud and powerful voice on November 8.

Fraternally,

William J. McCarthy

THE INTERNATIONAL
TEAMSTER
DEDICATED TO SERVICE

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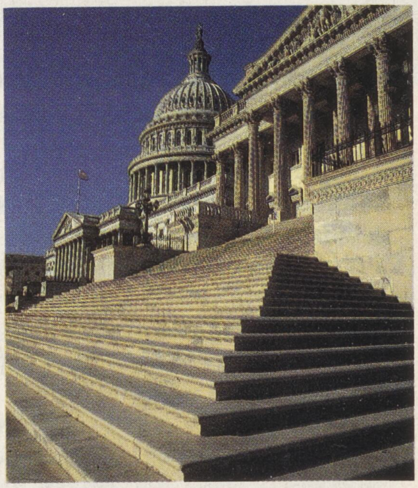

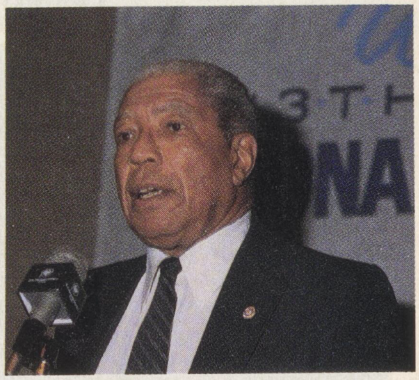

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General President McCarthy Announces Appointments

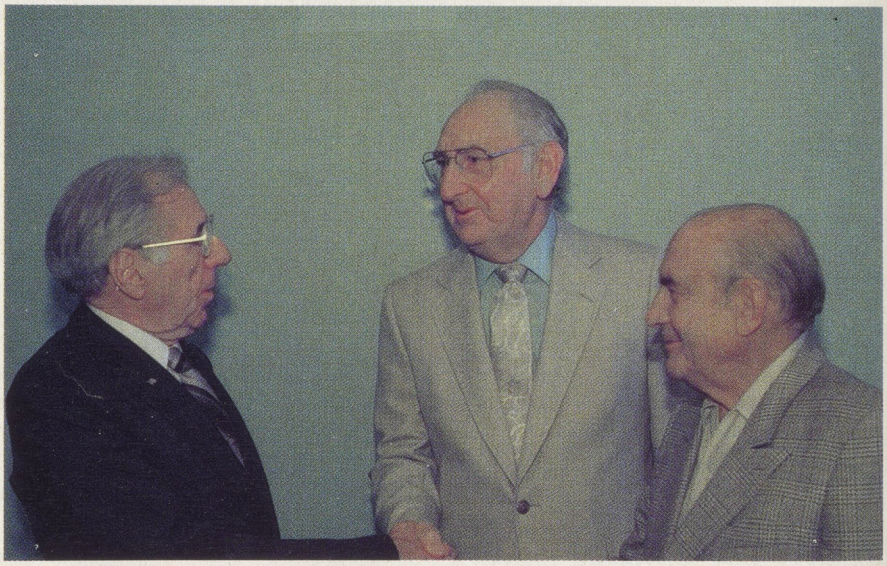
Barlow Named Director of Parcel, Small Package Division

General President William J. McCarthy has announced the appointment of Alfred A. Barlow of Local 229, Scranton, Pennsylvania, to serve as the IBT's new director of the Parcel and Small Package Trade Division.

Barlow has served as the Eastern Conference's Miscellaneous Trade Division Director for the past 17 years. That division includes the laundry, the waste hauling, and the vending machine industries, as well as United Parcel Service.

The appointment was announced by General President McCarthy at the Eastern Conference Trade Division Meeting held at the end of August in Hilton Head, South Carolina.

A Teamster for 38 years, Barlow first joined the Union in 1950 while an employee of the A & P Tea Company. He has served two terms as a trustee of Local 229, two terms as business agent, and 10 years as a shop steward. Barlow has been extensively involved with UPS negotiations, representing the Eastern Conference in contract talks for the past 16 years.

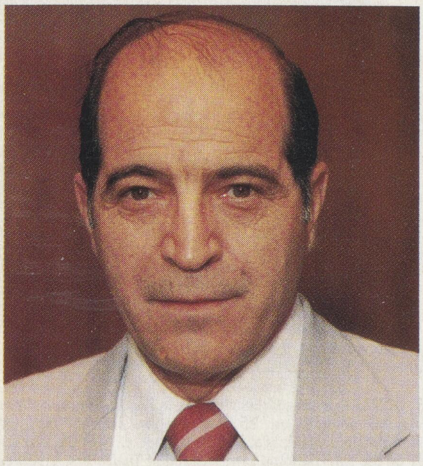

General President McCarthy (left) congratulates Barlow (center) on his new appointment, while International Vice President Joe Trerotola looks on. The appointment was announced at the Eastern Conference of Teamsters Trade Division meeting in late August.

"UPS is a troubled area within the Union," the new director stated. "We are anxious to begin the work of resolving many of the problems we face."

"We are fortunate to have a man with Al's experience and perseverance to head up this division," General President McCarthy emphasized. "He is a tough negotiator who gives it to you straight. I'm looking forward to working with him to help straighten out the difficulties we have in this area."

Barlow replaces former Division Director Dan Darrow in the post.

Tusino Appointed Co-Chair of Carhaul Committee



General President McCarthy has also announced the appointment of Ernest Tusino of Local 170, Worcester, Massachusetts, as his co-chairman of the National Automobile Transporters Joint Arbitration Committee and the National Transporters Industry Negotiating Committee.

Tusino, a Teamster member since 1950, has served as a business agent for Local 170 for the past 18 years. He has had extensive experience in the carhaul area.

Noting that the Committee was involved in negotiations at the time of his appointment, Tusino said, "We are anxious to get a good contract, a contract that members will feel confident in ratifying."

Tusino will assume the responsibilities on the committees previously shouldered by International Vice President Walter Shea. "Walter has had the responsibility of the National Automobile Transporters contract for many years," General President McCarthy explained, "and has done an exceptionally fine job. However, due to his added responsibilities as my Executive Assistant, I found it necessary to alleviate some of these burdens.

"I know that Ernie brings both experience and dedication to his new position, and that Teamsters in the carhaul industry will benefit from this expertise."

Eastern Conference of Teamsters Holds Annual Trade Division Meeting

Eastern Conference members listen attentively to words from new General President.

In the first major meeting of his administration, General President William J. McCarthy was enthusiastically welcomed by members of his home conference, the Eastern Conference of Teamsters, at the group's annual Trade Division Meeting held August 29–September 2 in Hilton Head, South Carolina.

Some 700 delegates and guests repeatedly cheered the Teamsters' new leader during his keynote address at the opening session. Introduced to attendees by Eastern Conference Director and International Vice President Joseph Trerotola as "a man we could trust, a man we could call our own, a man who knows how to be a Teamster," General President McCarthy expressed his pleasure in being able to attend the Conference meeting.

New Directions For the IBT

"There is so much to say, there is so much to do," McCarthy told the gathering. Focusing on some of the new directions the International Union will begin to take, the new General President said that the IBT will no longer hold the multiple trade division meetings typically held throughout the year. "We will instead schedule one annual meeting for all trade divisions, much like the Eastern Conference is doing here in South Carolina. This saves travel, and it saves money," he noted to loud applause.

Making reference to media reports and rapidly spreading talk about various plans to reform the International, General President McCarthy laid some rumors to rest. "Some are saying," he stated, "that I support having elections every three years. In no way is that my recommendation. . . . Some have recommended that a committee—headed by a priest or a rabbi or whomever—be set up to investigate the 'bad boys' in this Union. Well, that's not my idea. We can do that on our own."

Possible changes in the Constitution's "two-thirds" rule, however, might be under consideration, the General President allowed. The two-thirds rule currently specifies that a master agreement can only be rejected by a two-thirds negative vote. "We have a plan we will propose at the next meeting of your General Executive Board," McCarthy explained, "concerning possible changes to the two-thirds rule. You will hear more about this after the Board meets," he promised.

Top Priorities Of New Administration

Stressing two priorities of his administration—organizing and DRIVE participation—General President McCarthy pledged the full resources of the International on both fronts.

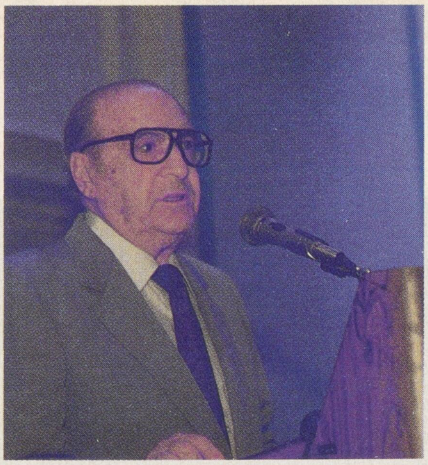
"We want the International's staff, especially our general organizers, to go back to the ways that made this Union great—pushing doorbells, making phone calls, having coffee with people if that's what it takes.

"A few of you," he said, "have forgotten where you came from. You have to work, you have to talk with people. We need to organize the unorganized—this is the message I want you to take home to your members."

Turning his attention to DRIVE, McCarthy explained, "We have to show our appreciation to those in Congress who support working men and women. And we do this best through DRIVE."

He told the Conference delegates that many members of Congress from both political parties attended Teamster receptions held at the Democratic and Republican National Conventions. Members of the House and Senate who came, McCarthy added, were deeply grateful for Teamster support.

"I can't emphasize enough the

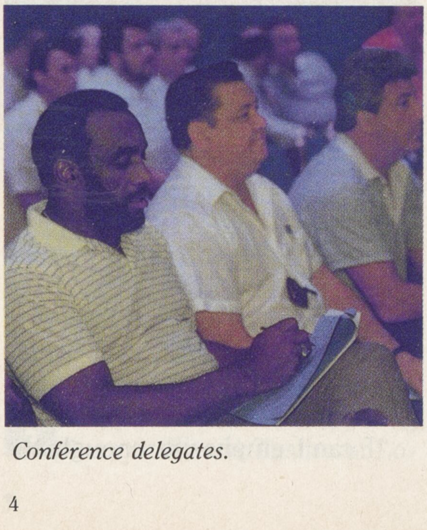


International Vice President and Eastern Conference Director Joe Trerotola.

importance of giving to DRIVE," the General President stressed. "DRIVE needs your contributions." He issued a challenge to Eastern Conference delegates to "set the example" by being regular DRIVE contributors. "Everything we've got is from the working people, so give a little back. It's for your own good, and the good of your members."

Union Leaders Urged To Register and Vote

The Teamsters General President also urged the Union leaders to go back home and encourage their members to register and to vote in the upcoming presidential elections in November. He explained that the IBT was polling its members' preference for president through a special tear-out ballot in the September issue of *The International Teamster* magazine. "Fill out your card and let your choice be known," McCarthy encouraged the delegates.



Conference delegates.

He also reported to the members present that, by virtue of his office as general president of the IBT, he had just been made a Vice President of the AFL-CIO and now sits on the labor federation's Executive Council (see separate story), its ruling body.

Eastern Conference Director Stresses Similar Themes

In his own address to the membership, International Vice President and Easter Conference Director Joe Trerotola stressed similar themes. Thanking the General President for "telling it like it is," Trerotola told his members that the Teamsters Union "must remain politically strong. We need members of Congress who will be friends of labor, and who will protect the rights of working men and women. That's why we need DRIVE."

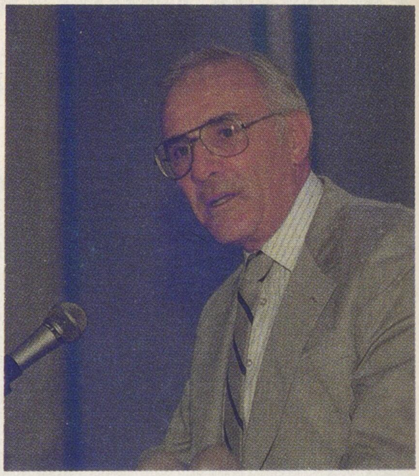
Echoing McCarthy's emphasis on organizing, the Conference director pledged that, "We in the Eastern Conference will do everything in our power to help you in local unions to organize. With Billy at the helm," he added, "I know that the International will do likewise."

Shea Calls for Restoring Union's Prestige

Conference delegates also heard from International Vice President and Executive Assistant to the General President Walter Shea.

Noting that, "We have a lot of problems in this Union—the civil RICO lawsuit, the death of a general president, the complications of reaffiliations with the AFL-CIO," Shea heralded the election of Billy McCarthy as a general president "who I think is going to bring this Union back to where it came from... Billy McCarthy is going to put the teeth back in the Teamsters.

"We want to restore this Union to the heights and prestige it once knew," Shea continued. "Billy's thrust is organizing, and we will pursue it again. With the leadership of Billy at the International, Joe Trerotola in the East, and others like them, we will grow and prosper."



International Vice President and Executive Assistant Walter Shea.

Pivotal Time in Labor's History

Focusing on the Union's reaffiliation with the AFL-CIO last November, Shea said, "This could be a great thing for the Teamsters and for the labor movement," but cautioned that the process would take long and careful cooperation on both sides. "This is a time for the labor movement to streamline and strengthen itself," he emphasized. "Labor must come out of the definition of 'special interest group' and must take back its place in society.

"This is a pivotal time in the history of the labor movement in America," the Teamster leader continued. "And one of the most important things we can do is to beef up our legislative activity. Get involved, contribute to DRIVE, and do your part," he told Conference delegates.

International Vice President Jack Cox of Long Beach, California, was also in attendance, and was warmly welcomed by Eastern Conference delegates.

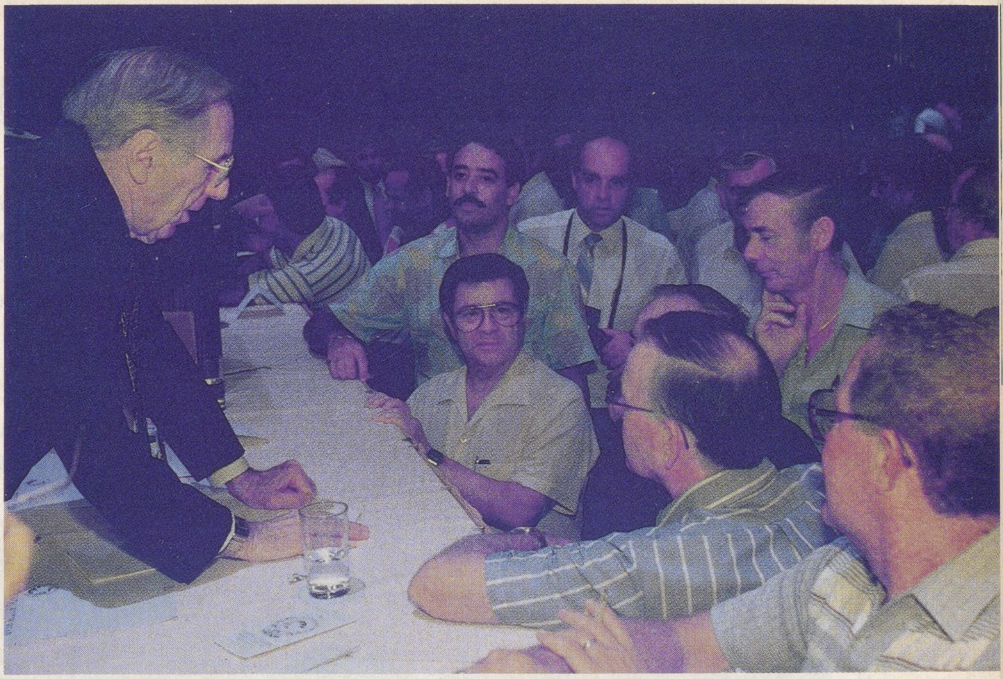
RICO Case Reviewed For Conference Delegates

Reviewing for attendees the status of the Department of Justice's civil RICO lawsuit against the International Union was Bob Baptiste, general counsel for the Eastern Conference of Teamsters. Pointing out that, " You know it's an unusual lawsuit when the government holds a press conference to announce that it's being filed," Baptiste cautioned his listeners "to separate fact from fiction. When it starts with a press conference, you know it's a lot of PR.

"Even if you're a Teamster," the lawyer emphasized, "you are supposed to be innocent until proven guilty. . . . Your General Executive Board has agreed to fight. We are going on the offensive, and we're going to make the government prove everything because there simply isn't anything there," he stated. "Everyone here is a fighter, and they know that they've done nothing wrong, and that will be proven in court," Baptiste concluded.

"This is a pivotal time in the history of the labor movement in America . . . . One of the most important things we can do is to beef up our legislative activity. Get involved, contribute to DRIVE, and do your part."

—Vice President Shea



Eastern Conference delegates gather around General President McCarthy to ask questions, discuss problems.

Important Union Victory:

Fleming Co. to Resume Talks; Teamsters Call Off Strike

As this issue goes to press, the International Brotherhood of Teamsters has announced that a tentative settlement has been reached in the Union's strike against Fleming Companies Inc. That strike, which began on June 9 at six Fleming Distribution Centers in Northern California, had been extended to another nine distribution centers in four additional states.

According to the terms of the settlement which was reached on September 16, the Union has agreed to withdraw all extended and secondary picketing and Teamster members will return to work in Fleming centers in Oklahoma City, OK; Kansas City and Joplin, MO, and Houston and San Antonio, TX.

Teamsters General President William J. McCarthy, who has taken a personal hand in directing the negotiations, stressed that picket lines will remain up in Fremont, Sacramento, and Fresno, CA. "Only those members who are not involved in a direct dispute with Fleming are returning to work at this time," McCarthy said. "However, Fleming's agreement to resume negotiations with our locals in Northern California is an outstanding victory since our workers now have the option not only to strike or accept the company's proposal but to go to binding arbitration."

Teamsters Speak Out Against DOT Drug Test Proposal

In three public hearings—in Cleveland, Los Angeles, and Washington, D.C.—Teamster officials spoke out recently against the U.S. Department of Transportation's proposal to require drug testing of interstate truck and bus drivers.

"This drug testing proposal is but one more example of what has become the fashion in the Federal Government's approach to truck safety in recent years: No matter what the problem is, punish the driver," said Teamster Safety and Health Director R.V. Durham at the August 9 hearing in Washington.

Durham called DOT's proposal for random drug testing "a completely unreasonable and unjustifiable intrusion on our members' right to privacy." He called DOT's suggestion that owner-operators form groups to random-test each other "a pipe dream."

"You can theorize all you want about how this could work in a dream world," Durham said. "The reality is that people who will really feel the brunt of this will be the Teamster drivers and our employers . . . the safest, most responsible part of the trucking industry."

Durham spoke strongly of the need to give drivers who fail drug tests a chance to be rehabilitated and save their jobs. He called rehabilitation "one of the most important aspects of this proposal."

The Teamster safety spokesman attacked DOT's proposals to drug test truck drivers after traffic violations and violations of the Federal Motor Carrier Safety Regulations. He also opposed DOT's proposal to have employers drug test drivers after fatal accidents, regardless of who was at fault. He reiterated the long-held Teamster position that drug testing should only be done when the investigating police officer suspects drug or alcohol involvement.

John Mozena, president of Teamsters Local 24 in Akron, Ohio, testified in Cleveland on July 12. He described his local's experience with drug testing under the National Master Freight Agreement. Only 10 members have tested positive out or more than 1,000 Local 24 members subjected to this drug testing. In one case, the positive test was triggered by a legally prescribed medicine; in two cases, the local union found discrepancies in the test procedures.

In the last 18 months, Mozena testified, "We have had only two positive tests. In my opinion, this reflects that our negotiated program has drastically reduced drug

DOT Issues Guidelines For Commercial Driver's Licenses

The Department of Transportation's Federal Highway Administration recently unveiled guidelines that state governments will have to follow in issuing new Commercial Driver's Licenses to truck and bus drivers.

By April 1, 1992, all commercial vehicle drivers will have to have these new licenses. This includes anyone who drives a vehicle:

- Over 26,000 pounds;
- Designed to carry 16 or more passengers; or
- Required to be placarded for hazardous materials.

This will apply to *all* commercial drivers—both interstate and intrastate.

Drivers will have to be licensed in one of these classes: (A) for combination vehicles over 26,000 pounds; (B) for straight trucks and buses over 26,000 pounds; or (C) for vehicles 26,000 pounds and under.

Drivers will also need separate endorsements on their licenses to drive double or triple trailers, tank trucks, buses, or hazardous materials.

Each driver will have to pass a knowledge test and a driving skills test for the basic license, and a separate knowledge test for each endorsement. (The bus endorsement also requires a driving test.)

Many experienced Teamster drivers with good records will be able to waive the driving part of the new licensing tests. The exact criteria for waiving the driving test will be set by the individual states.

Other questions, such as the cost of the new license, will also be left up to each state.

In a letter to Teamster local unions, IBT Safety and Health Director R.V. Durham and Legislative Director Dave Sweeney explained that the Commercial Driver's License "action" now shifts to the individual state legislatures and motor vehicle administrations, where the new licensing and testing procedures will have to take shape. They described several specific issues on which Teamster joint councils and local unions can have input into government decision making.

use among the drivers we represent and is a very effective deterrent."

About DOT's proposed drug test rules, Mozena was adamant: "We feel strongly that it is not the proper role of government to require this type of testing. Action to mandate testing by the government is a slap in the face to American truck drivers."

Mozena opposed random drug testing as a matter of principle, and also recited some of the practical reasons why it would not be workable in the trucking industry. In discussing other aspects of the DOT proposal, he used examples from his own practical experience with drug testing to illustrate his points.

At a hearing on August 4 in Los Angeles, Western Conference of Teamsters Representative Archie Murrietta described the origins of the drug testing program under the National Master Freight Agreement. Of the current program, he said, "I think it's working. We have improved it, and we will improve it in the future if it is necessary."

Addressing DOT's proposed drug testing rules, Murrietta focused on random testing and post-accident testing. Calling random testing "the most dangerous proposed change in rule-making," he presented solid, practical arguments against this part of the DOT proposal. On post-accident testing, he testified, "We are opposed unless the investigating police officer feels that there is a reason for a test for narcotics and/or alcohol."

In give-and-take with Federal Highway Administrator Robert Farris, who chaired the hearing, Murrietta stated, "I have never felt that we have a very serious problem of substance abuse in our industry. I felt that we curtailed it before it started." Farris responded that "all of our regulations are aimed at a pretty narrow percentage of abusers. Most professionals don't have most of the problems, and I think that is exactly what you are saying."

McCarthy Named To AFL-CIO Executive Council

AFL-CIO President Lane Kirkland (left) offers a warm welcome on behalf of the federation's Executive Council to Teamster General President William J. McCarthy.

Teamster General President William J. McCarthy was elected as a vice president of the AFL-CIO by the federation's Executive Council during one of its recent meetings. McCarthy now joins the 36–member Council, the AFL-CIO's highest governing body between conventions.

The Teamster leader received a warm welcome form AFL-CIO President Lane Kirkland and other members of the Executive Council. In brief remarks, McCarthy reaffirmed the IBT's commitment to the success of the AFL-CIO and to its rules and procedures, particularly those involving jurisdictional matters.

According to tradition, as the representative of the AFL-CIO's largest member union, McCarthy will sit opposite President Kirkland at the oval table where the Executive Council conducts its meetings.

McCarthy's election fills a vacancy resulting from the death of former Teamster General President Jackie Presser. The Council members paid tribute to their departed colleague whom they had elected last November.

The Executive Council also heard a report from Teamster General Counsel James T. Grady, who updated the members on the status of the Justice Department's suit against the IBT. Grady expressed his appreciation of the support that the Teamsters Union has received from its brothers and sisters in the AFL-CIO and reasserted the International's and the General President's pledge to vigorously defend the Union against the possibility of takeover by the federal government.

The Time for Action Is Now:

Teamsters Vow to Stop the Union Busters

Teamsters Brewery and Soft Drink Workers Conference Director Charles Klare called an important meeting on September 7th at Teamsters headquarters at the direction of Teamsters General President William J. McCarthy, to decide on what action to take to thwart a growing nationwide epidemic of union-busting.

A widespread problem with union-busting outfits has been wreaking havoc for a couple of years at various individual Teamster locals across the United States. What started as a seemingly random, localized phenomenon of busting unions has taken on the appearance of a coast-to-coast pattern, with more and more local unions being victimized. General President McCarthy says that the "union-busters must be stopped in their tracks."

Two years ago, the union-busting attack focused first on the Central Conference of Teamsters area, then charged over to the East Coast, assaulting a number of Teamster locals in Connecticut. Casualties now number 16 beer wholesalers decertified. Each victimized local has had 50–150 members employed at a beer wholesaler plant, and now apparently the entire beer wholesale industry has been targeted.

Primed for Counterattack

For many years there had been a measure of glamor and a great deal of profit in the industry. Only recently did competition in the industry become heated. It was with the advent of this increased competition that union-busters targeted the beer wholesalers. When such groups promote themselves to employers, they promise untold savings and increased profits to employers that would more than offset hefty fees for consulting. They promise them the world, teaching the ropes to the employers on how to do in the unionized workers during negotiations.

Pledging to meet union busters head on, (from left) Brewery Division Director Klare, General President McCarthy, and Central Conference Director Dan Ligurotis map out strategy at September 7 meeting.

The Brewery and Soft Drink Workers Conference has discussed prevention and retaliation over the past year but had never received the International's go-ahead, and the principal officers of the beer wholesaler locals are now primed to counterattack.

At the September 7th meeting, McCarthy told the locals' officers, "We'll stop at nothing to protect the pensions and health and welfare plans of our members . . . We'll go for broke. We'll support any besieged local to the hilt—for all we're worth. We've got to win this!"

Battle Plan Being Developed

How to win against union busters is exactly what the delegates and McCarthy discussed. For those locals currently battling such groups, McCarthy offered immediate assistance, but he also stressed that locals should plan for these assaults as far as six months in advance.

The Teamsters from the Eastern, Central, and Southern Conferences, whose locals have already had battle scars from union-busting outfits and any of their anti-union allies, told McCarthy and Conference Director Klare of methods, both successful and not so successful, that they had used against union-busting outfits. Additionally, Robert F. Harbrant, president of the AFL-CIO's Food and Allied Services Trade Department and one of the nation's foremost experts on combating union-busters, was on hand to offer his suggestions to the beer wholesaler locals' delegates.

Harbrant proposed a number of tactics, including: public relations to inform the community about the employer's intentions; setting up a task force assigned full-time to combating union-busters; hiring kids to do non-stop leafletting; exploiting the vulnerability of people associated with the union-busters; not striking; driving a psychological wedge between the employer and the union-busting firm; getting local politicians involved; and possibly gearing a boycott to exploit the employer's weakest link. Both IBT General Counsel Jim Grady and Brewery and Soft Drink Conference General Counsel Philip Sipser weighed Harbrant's proposals and tailored the advice to suit the Teamsters locals. McCarthy, Grady, Klare, and Sipser all advised not to strike without first consulting the International.

Local Responses Needed

Because a standardized, methodical scheme for combating union-busting groups would be the most successful counterattack, IBT Organizing Department Director Vicki Saporta and Director Klare urged the representatives to submit to the International a detailed account of their individual locals' experiences with any such group.

These accounts should include all information about the union-busting methods, unusual demands or procedures during negotiations, any successful tactics used by the locals, and an evaluation by the locals for all specific and overall failures in dealing with union busters. Saporta urged that this information be sent *immediately* to the office of Conference Director Charles Klare, so that a battle plan can be worked up with no further delay.

All locals that have had experience with any union-busting outfit should send **this information** immediately to Charles Klare, Teamsters Brewery and Soft Drink Workers Conference Director, 25 Louisiana Ave., N.W., Washington, D.C., 20001.

Airline Division Plans All-out Effort To Organize in Air Freight Industry

The Airline Division is making the air freight industry a top organizing priority.

General President William J. McCarthy has instructed Airline Division Director William F. Genoese to survey the industry and put an organizing program together.

The first step in the program was to win elections to represent the pilots at Orion Air, based in North Carolina but operating throughout the country, and Rosenbalm Aviation, based in Michigan. These pilots fly freight and cargo for Emery, Consolidated Freightways, Burlington Northern, etc. Orion Air and Rosenbalm Aviation are new and rapidly growing air cargo companies. There are more than 200 pilots in the unit at Rosenbalm, going to 400 pilots in a few months.

The campaign was spearheaded by Marvin Griswold and Ray Benning of Local 2707, Los Angeles, California, with Genoese coordinating the full resources of the Airline Division. The airlines fought the union all the way.

The Teamsters also represent both pilots and ground employees at United Parcel Service's air freight division and the pilots at Airborne Express.

At Orion, 96 pilots voted for the Teamsters and 76 for the Air Line Pilots Association. Five ballots were contested. The Airline Division is now awaiting certification by the National Mediation Board as the pilots' representative. This unit will grow to 500 pilots in the near future.

"We expect to be going after the pilots all across the air freight industry," Genoese said. "The industry has been growing rapidly. We expect more growth, with the industry getting more and more customers for the overnight delivery of small packages."

The biggest company in the industry, Federal Express, is unorganized. Genoese recalled that the Teamsters tried to organize Federal Express employees in 1973—but lost a union representation election. "At that time," he said, "Federal Express had 1,000 employees. Now it has 48,000."

One problem with organizing the air freight companies, according to Genoese, is the fact that some union represented firms have found they can save money by subcontracting their work to firms such as AMR Services, a subsidiary of the parent company of American Airlines.

"AMR Services can make low-ball bids," he added, "because it made a top down deal with the Transport Workers Union several years ago. It signed a contract with the TWU before it had any employees, and the contract calls for rock-bottom wages and virtually no benefits."

Genoese said, "The air cargo business is increasing and we have several campaigns in the works to represent other pilots in the cargo industry."

Communications Trade Division and Local 111 Beat NCR

New York Area Teamsters Kill Union Busting Threat

The Teamster members of Local 111 in New York City and Parsippany, New Jersey, who work for National Cash Register Corporation (NCR) recently beat back an attempt by the company to decertify their union.

The stakes were high. NCR was coming off a string of successful decertification campaigns across the United States when it set its sights on Local 111, which represents 250 field engineers employed by the company in the New York/New Jersey area. These Teamsters maintain and repair NCR's computer terminal equipment in customers' offices.

Even though Local 111 established a 12–year record of progressive labor relations with NCR, the company was willing to sacrifice this harmonious relationship in order to shed its contractual obligations with its employees.

Warned by other trade unionists of NCR's game plan to knock out all of its employees' unions, Local 111, supported by the IBT's Communications Trade Division, went to work a year in advance to save their member's rights to maintain union representation.

Dan Kane, president of the Communications Trade Division and of Local 111, along with the Local's Secretary-Treasurer Anthony Basileo, spearheaded the Union's efforts to defend itself. "It required an incredible amount of our resources, including time and money, to educate the members about what might occur if their Union was decertified," Kane commented, "but it was something that we had to do because the company's actions struck at our fundamental right to exist."

Basileo organized educational meetings where the membership was informed of what to expect from a company that wants to destroy its employee's union. "We held more than 30 meetings over the year where the subject of decertification was discussed," according to Basileo. "We warned them that the company would play hard and would probably try to buy off people to oppose the Union. The things that we predicted actually came true."

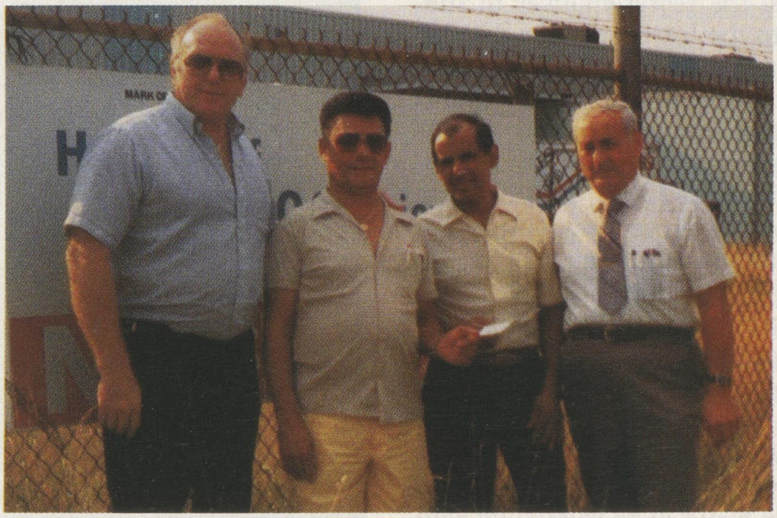
NCR uses a sophisticated, unethical approach to busting unions. Two examples of its methods employed during the Local 111 decertification attempt are clear indications of how far beyond the law some employers are willing to go in order to avoid their obligation to deal in good faith with unions.

In one instance, an employee seeking a transfer from NCR's New York office to its New Jersey base was told by a company representative that there were no opportunities to move at that time but that he could speed up the process by sending letters to his Teamster brothers and sisters advocating the decertification of the Union.

In another instance, a long-time employee who is active in the Union was told about the possibility of a promotion, but was warned that his involvement in Union affairs might harm his chances for advancement. Neither Teamster sold out his brothers and sisters in the Union. In fact, both were courageous enough to come forward and offer their stories as evidence against their employer.

Local 111 filed charges against NCR with the National Labor Re-

Pennsylvania Workers Finally Collect on Profit Sharing Plan



A $525,000 settlement was recently reached between former employees of Ross Bicycle, Inc., and the owners of the company which went out of business last year. The employees, all members of the Teamster Local 773 in Allentown, Pennsylvania, were entitled to the settlement as a result of their participation in the company's profit sharing plan. Not all of the approximately 200 workers who lost their jobs when the business closed had participated in the plan, but others had been involved since 1972. The Union helped the bicycle assembly workers find new jobs in other Teamster facilities in the area. Pictured left to right is Local 773 Business Agent Chuck Bernhard; former Ross employees and Local 773 members Angel Cruz and Nat Cardinales; and Local 773 President Al Abruzzi.

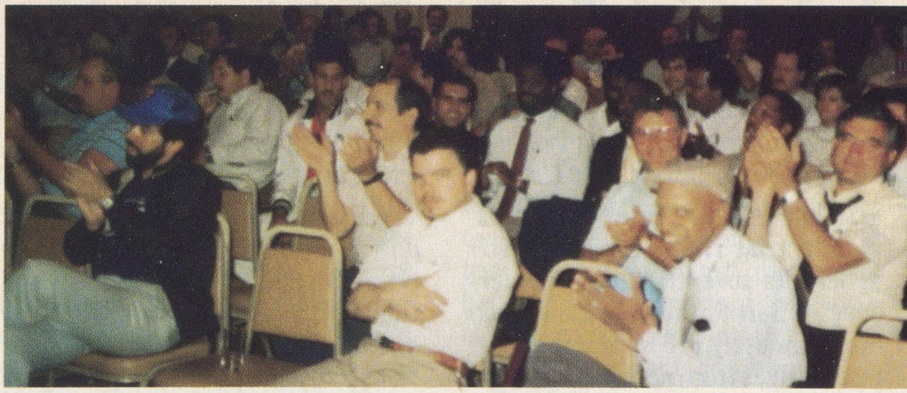
lations Board (NLRB). Section 7 of the National Labor Relations Act gives employees the right to organize, form, join, or assist any union, and to bargain collectively through representatives of their own choosing without any interference from management. Clearly, through its actions, NCR violated the spirit and intent of the nation's labor laws.

The NLRB issued a complaint against NCR. The company subsequently entered into a settlement agreement with Local 111 that required managers to post notices disavowing their illegal activities. The notice reads:

> We will not solicit our employees to advocate the decertification of International Brotherhood of Teamsters, Local 111, AFL-CIO, or any other union.
>
> We will not instruct our employees to limit their activity on behalf of International Brotherhood of Teamsters, Local 111, AFL-CIO, or any other union.
>
> We will not promise our employees benefits, including the approval of transfer requests, if they participate in the decertification of International Brotherhood of Teamsters, Local 111, AFL-CIO, as the collective bargaining representative of our employees.

It is clear from the successful efforts of the Communications Trade Division members that education is critical in beating back the decertification campaigns of union busters. "If the members know what to expect in a decertification drive, they will be prepared to fight the tough battles," Kane concludes.

Basileo agrees, "Because we were able to anticipate and alert the members about what the company would be doing, their decertification petition never got off the ground. We are proud of the fact that the company couldn't find one person to do its bidding."



Members of Local 111 in New York City applaud the announcement of their ratification of a new contract with National Cash Register Corporation, a company that had just tried unsuccessfully to bust their union.

Warning: Beware of Solicitors

As many of you are already aware, the International Union continues to be subjected to attempts by individuals to solicit contributions for paid advertisements in unauthorized and sometimes non-existent publications or programs using the International Union or its officers names, with claims that they support or endorse these activities. Some are also attempting to solicit business in office supplies and other paraphernalia. The International is frequently besieged by these phony operations, which appear to be even more aggressive recently.

Many of these individuals and organizations profess to be connected with the IBT, and they are known to use the Teamster name in order to help sell advertising, products, or services. Affiliates, members, and their employers alike are reminded that *The International Teamster* is the only official publication put out nationally by our Union. It neither accepts nor solicits any paid advertising. In fact, the long-standing policy of this International Union is set out in the following resolution of the General Executive Board:

> No Teamsters affiliate may solicit advertisements for Teamsters' publications including newspapers, newsletters, or other types of circulars for distribution to the membership of this Union.

The International has been working to stop these activities by sharing pertinent information with appropriate law enforcement officials. The authorities, unfortunately, rarely take action to apprehend or charge the guilty parties. Until they do, we must attempt to deal with this problem by making every effort to warn possible victims of these schemes.

All IBT affiliates are urged to notify their members, employers and other firms with who they deal that these solicitors are not endorsed or condoned by the IBT. Indeed, we condemn their misrepresentations and abuse of our Union's good name.

If you learn of or have any questions about anyone soliciting business in the name of the International Union or its officers, please contact the International headquarters immediately.

Industrial Trades Division Holds 7th Annual Conference

In late August, the Teamsters' Industrial Trades Division (ITD) held its seventh annual conference in San Francisco, California. Approximately 110 local union representatives from across the United States, Canada, and Puerto Rico joined Division Director Joseph Konowe and more than 30 Division committee members in attendance at the productive and informative meetings.

As the Teamster regional host, International Vice President and Western Conference Director Arnie Weinmeister welcomed delegates and guests to San Francisco and the Western Conference. Weinmeister, who also serves on the ITD Policy Committee, took the opportunity to address the U.S. Justice Department's "ridiculous and baseless (RICO) charges" against the members of the IBT's Executive Board.

Also welcoming the conference attendees to the city was San Francisco Mayor Art Agnos. Stating that "San Francisco is a city that honors labor," Agnos expressed his sincere delight at having the Industrial Trades' meeting in San Francisco, and urged all to explore and enjoy the city.

General Secretary-Treasurer Weldon L. Mathis delivered the keynote address. Speaking to the more than 140 local union officials present at the meeting, Mathis said, "Our only purpose for existing as trade unionists is for the good of our members." He added that the baseless charges by the government against the Union's elected leadership has damaged the Teamsters' image with the general public. Mathis urged the local union representatives to stay unified and work together to improve this image.

Other General Executive Board members who addressed the conference included Vice Presidents Donald Peters, Jack Cox, Edward Lawson, Robert Holmes, Michael Riley, and Trustee Ben Leal. Each of them spoke in reference to the RICO suit and stressed the importance of unity not only within the Teamsters Union, but within the entire labor movement in North America as well. They also stressed the importance of writing to members of Congress and to the presidential candidates.

The Board members' comments on the ridiculousness of the RICO suit was a feeling that was echoed by the conference participants, several of whom stood to speak in support of fighting this action.

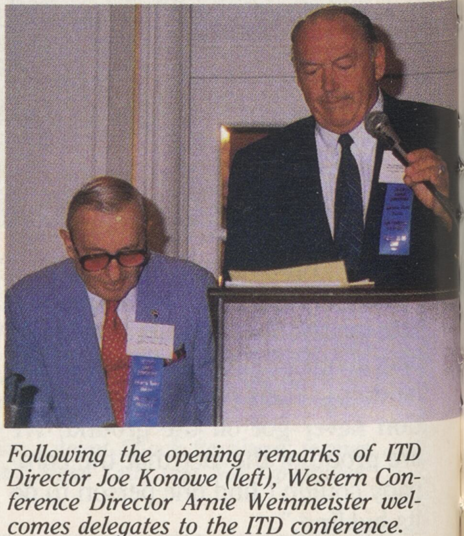
Division Pledges Unity and Support

Division Director Konowe read a resolution supporting General President William J. McCarthy and the entire General Executive Board. The unanimous vote to pass the resolution was met with resounding applause.

Following approval of the Division's financial statement, the Executive Committee gave detailed reports on the Division's activities in the five area conferences. Executive Committee members include: Thomas L. Brown, Eastern Conference; Peter Moslinger, Canadian Conference; Walter Engelbert, Western Conference; and William Hogan, Sr., Central Conference. Joseph Morgan, Jr. spoke on behalf of IBT Trustee Mitchel Ledet of the Southern Conference.

Konowe, in making his report on the ITD's activities, reminded the delegates to send reports to the Division on the locals' activities and organizing updates. He stressed the importance of legislative activ-

More than 140 local union officials attended the seventh annual Industrial Trades Division conference.



Following the opening remarks of ITD Director Joe Konowe (left), Western Conference Director Arnie Weinmeister welcomes delegates to the ITD conference.

ity, and urged attendees to contribute to DRIVE.

Airline Division Director William Genoese also spoke to the delegates, focusing on the importance of not giving up the fight for what is right. He emphasized the importance of communicating with and educating members to allow them to become more valuable organizers in the field.

IBT Staff Experts on Hand

Pat Riley of the IBT's Legal Department gave an update on the Department's activities and the current status of the RICO suit. He explained that IBT General Counsel James Grady is personally working on the case and that he has hired the New York law firm of Mudge, Rose, Guthrie, Alexander and Ferdon to represent the IBT. Depositions are currently being taken and Mudge, Rose has filed several motions which have not yet been ruled on. These motions include the request for a new judge, to transfer the case from New York to Washington, DC, and to dismiss the complaint entirely.

In response to increasing numbers of decertification efforts by companies, IBT Organizing Director Vicki Saporta reviewed the most effective ways of successfully organizing a campaign of this type. The most important thing to remember is not to underestimate the company on how far it will go to decertify the union, Saporta warned. "Run the campaign almost as if it were a new group which you were organizing for the first time—maintain a strong steward system, hold meetings, send mailings and materials to build solidarity, and move quickly to solve problems." She also advised organizers to try to get the group which filed the petition to withdraw while focusing on the positive aspects of the union. If this is not successful, then it is to the union's advantage to delay an election in order to build a more solid base, she emphasized.

There are numerous warning signs that, when considered together, can indicate a company's attempt to decertify, Director Saporta said. She listed several of these including: changes in the company lawyer or personnel director, ownership changes, moving of machinery, new security firm, stalling grievances, moving or replacing foremen, new human relations techniques, and new supervisor training techniques. None of these singular events necessarily means an attempt to decertify; however, collectively they act as a good indication of such action and should be met with a strong organizing effort.

Workplace in the Year 2000

IBT Information Center Director Ann Thompson revealed the most current information available on what the work environment will be like in the year 2000. She concentrated on what the workplace will be like, who the workers will be, what kinds of jobs will be available and in what industries and what parts of the country, necessary job qualifications, what role unions will take, and the role Canada and the U.S. will play in the global market place. A brochure addressing these changes is being developed and should be available for locals in the near future.

Although 21 million new workers will be added to the workforce by the year 2000, this is actually a decrease in the rate at which the workforce in growing, Thompson noted. Minorities, including women, comprise 80 percent of this new workforce.

Available jobs will require higher levels of skills and education, she added. At the same time, fringe benefits will improve and the length of the hourly work week will decrease. More jobs will become salaried as opposed to hourly wage jobs.

In order for unions to survive in this ever-changing work environment, Director Thompson emphasized, they must be able to change with it. It will be necessary to look to non-traditional areas for new members, to experiment with new forms of labor/management cooperation, to increase international solidarity, and to utilize new technology to communicate with the membership. Organizing will become more important than ever as the composition of the workforce changes, she emphasized.

Rome Aloise, vice president, Local 853, Oakland, California, introduced a 30–minute public television program called "California Working," which was previewed by the conference participants. Teamsters working with other labor, community, and business organizations in the Northern California area produce the program on a monthly basis as an educational program covering union activity and working people from a labor perspective.

Pictured left to right are ITD Director Joseph Konowe, Executive Committee member Thomas Brown, Western Conference Director Arnie Weinmeister, and Executive Committee members William Hogan, Sr., Walter Englebert, and Peter Moslinger.

Past shows, Aloise explained, have covered topics ranging from alcohol and drug rehabilitation programs available to workers, to historical reviews of events such as the origins of the Brotherhood of Sleeping Car Porters; from examining the two-tier wage system, to exploring new childcare alternatives. Although the program is called "California Working," it is designed to apply to workers across the nation and to show the general public that there is more to unions than what they hear on the news.

Joint Council 73 Convention Held in Atlantic City

Teamster members and guests from the state of New Jersey met in Atlantic City the week of August 22nd to attend Teamster Joint Council 73's quadrennial convention.

The key themes discussed and examined during the week-long conference were organizing the unorganized, helping fellow members and local unions in need of assistance, supporting DRIVE, and following the guidance of the Teamsters' leadership in preventing the government's planned imposition of trusteeship over the IBT.

Opening and chairing the conference was Frank Carracino, president of Joint Council 73. An invocation was given by Monsignor J. Francis Flaherty of Our Lady Star of the Sea in Atlantic City.

Addressing all of the delegates and guests at the conference was Joseph Trerotola, Eastern Conference director and International vice president. Trerotola said that, in order to survive in this International Union, members "must be politically active and organize the unorganized. These twin goals have been very successful in Joint Council 73 and throughout the state of New Jersey."

Trerotola stressed that Teamsters can "no longer sit back and see what happens—you have to take political action from the grass roots and put it to work." He went on to say that no one speaks for the ordinary worker as well as labor unions can. "The workers would have no one to represent their interests without DRIVE. Labor has once again become strong politically and we can't stop now."

General President McCarthy gives keynote address at J.C. 73 dinner.

Trerotola concluded his remarks by saying that "the present attack by the Justice Department doesn't make it easier for the Teamsters to organize the unorganized workers. . . . But in order to remain strong, the Teamsters will need new 'disciples' and only through organizing can economic justice be achieved and the American dream come true. We must stand up and fight all the way. It's a shame this has to happen to labor unions in America."

John Morris, president of the Pennsylvania Conference of Teamsters and J.C. No. 53, told the delegates how pleased he has been with the strong rapport his Pennsylvania joint council has with Joint Council 73. He also told them that the "savior" of the International Union today is DRIVE, and that it is important to remain politically active in order to keep this union progressing. "We must in 1988 elect people who are friends of the Teamsters," Morris said. "We not only should meet the employer at the bargaining table, we must now meet them at the ballot box." Joint Council 53 is the only joint council in the IBT with 100 percent participation in DRIVE.

Wallace Clements, director of DRIVE for the International, was also on hand to urge members' participation in DRIVE and to inform the delegates that the Teamsters top the list of political action committees today. Clements said, "We will remain number one with your help and support, and we will put pro-labor politicians in office in 1989."

Another well-received speaker was John Hartigan, international auditor, who has been working in and assisting the New Jersey area for a number of years. Hartigan discussed the computerized bookkeeping system (CBS) and commented on the growing number of locals in New Jersey equipped with the CBS. He detailed the cost-saving and time-saving benefits of the system. According to Hartigan, "The CBS system enables office personnel in local unions, to streamline their day-to-day work and to increase efficiency. Offices in which CBS has been installed find themselves with a surprisingly clutter-free workplace," Hartigan said.

Angelo Bianchi, former banking commissioner for the state of New Jersey, reviewed the history of the labor movement in North America. He pointed out the hard-fought gains labor has made. Bianchi then warned: "The Teamsters must not stop now; they must continue to push on!"

At Joint Council 73's meeting there were several dignitaries in attendance who are both active and influential in the labor movement, and in the state of New Jersey. All of these political speakers had high praise for the Teamsters Union and for its contributions to American and Canadian societies and economies.

These speakers included: Frank Pallone (D), New Jersey state senator from Monmouth County; Robert Little (R), assemblyman of Sussex County and chairman of the Labor Committee; James Florio (D), New Jersey state congressman; and Thomas Cowan (D), New Jersey state senator.

Assemblyman Robert Little said, "We haven't lost sight of what makes labor Number One today, because labor has improved the lives of most citizens. Without labor, New Jersey wouldn't be number one in employment today."

Senator Thomas Cowan said that organized labor, RICO and the National Labor Relations Act have not hit on the issues that affect us as people. "Therefore, organized labor needs to tell the general public about the many good things labor brings to communities and to society today," he said.

Chuck Hardwick, the speakers officer at the New Jersey General Assembly, made a resolution which he read to the joint council as follows: "That Teamsters in Joint Council 73 are noted for their high esteem, for their many significant contributions to both the American labor movement, and to the economic development of our nation. Joint Council 73 has steadfastly sought to improve the working conditions and living standards of its' members and their families throughout its distinguished history."

General President Thanks New Jersey for Support

The highlighted speaker of the week and main speaker at the Joint Council 73 dinner, addressing for the first time a large Teamster gathering since becoming head of the Union, was General President William J. McCarthy. "I wouldn't have missed attending this meeting for anything," McCarthy stated. "New Jersey has always supported me, especially at the Teamsters' Conventions, and I'll never forget that." The General President received a spontaneous standing ovation from the delegates and guests at the dinner.

McCarthy told the delegates of the various changes that he has already made since becoming General President, and stressed that the International Union has to make more changes in order to benefit the membership. The Teamsters' new leader pledged to work day and night in order to be "the best General President this union has ever had. . . . I plan to follow in the footsteps of Daniel J. Tobin, our former General President, who was also from Local 25 in Boston, Massachusetts."

General President McCarthy stated that there are major problems with the recently negotiated Master Freight Agreement. "I was against this agreement because of the closeness of the two/thirds rejection, and we have to do something about this." He also stated that the UPS agreement is another national agreement which he would examine closely for the same reason.

McCarthy told the delegates that the International had retained the counsel of Mudge, Rose, Guthrie, Alexander and Ferdon, a law firm in New York City, to represent the Teamsters in the RICO case to help thwart the government's planned trusteeship over the IBT.

He also said that each member of the General Executive board must hire his own attorney to help with the depositions to the U.S. Attorney. "It's going to be a tough fight, but we're going to win," McCarthy proclaimed.

In conclusion General President McCarthy thanked many for the support he has been given over the years and especially during the past few months.

Other guests at the conference session included: David Sweeney, director of the IBT Department of Legislation; Tom McGrath, IBT Coordinator of the Printing Mailing Trade District; Martin Sass, president, M.D. Sass Associates; Attorneys Andrew Zazzalli and Caesar Guazzo; and Bill Ennis, CPA.

Teamster J.C. 73 members greet General President McCarthy at their dinner in Atlantic City. Pictured (from left) are Frank Carracino, president; Girolemo Musso, secretary-treasurer; McCarthy; Frank Lucidi, recording secretary; and Anthony Dartiglio, secretary-treasurer of Local 35, Trenton, New Jersey.

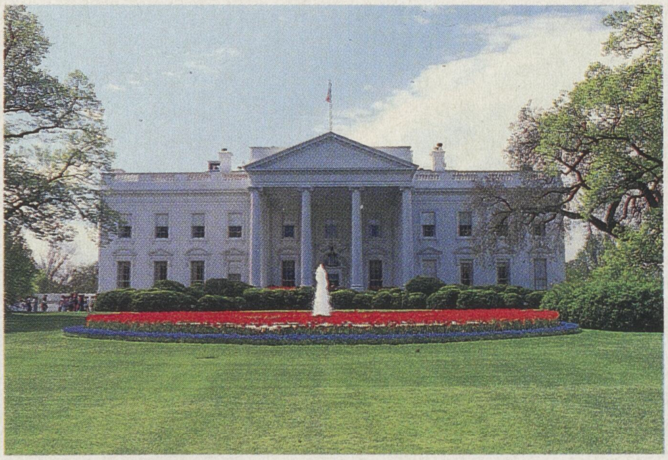
Key to November:

IBT Rating of House and Senate Voting Records

Though much of the public's attention is focused on this year's race for the presidency, Teamster members should not lose sight of the fact that all 435 seats in the U.S. House of Representatives, as well as 33 seats in the U.S. Senate, are at stake this November. While it is impossible to downplay the importance of deciding who will occupy the White House for the next four years, it is still true that the make-up of the 101st Congress will have greater influence over the fate of our legislative agenda in such areas as drug testing, double-breasting, labor protective provisions, and trade reform.

Listed on the following pages are the voting records of each Member of Congress on key labor bills for the legislative calendar to date. We urge all Teamsters to study this list carefully in deciding whether to return or reject any Member of Congress who is running for reelection.

IBT Presidential Poll Results Being Tallied



Ballots returned in the Teamster presidential poll, mailed to members in the August *International Teamster* magazine, are being tabulated as this issue goes to press.

Results of the poll will be presented to members of the General Executive Board at its regular monthly meeting in October.

A complete analysis of the results, including a look at key issues and voting blocs as well as members' presidential preference, will be provided in the November magazine.

Look for those results to learn how fellow Teamsters feel about the candidates and the issues in the presidential politics of 1988!

House Votes on Key Labor Issues

During House debate on H.R. 3, the House Omnibus Trade bill, Rep. Richard Gephardt (D-MO) offered an amendment to require certain presidential actions to ensure reductions in annual foreign country trade surpluses. The House agreed to the amendment by a vote of 218 yeas to 214 nays on April 27, 1987.

VOTE 1—Gephardt amendment. A vote to agree to the amendment is *right.*

The House voted 308 yeas to 113 nays on May 24, 1988, to override President Reagan's veto of H.R. 3.

VOTE 2—Veto override. A vote to override the veto is *right*.

Construction Industry Double-Breasting

H.R. 281 is a bill which would amend the National Labor Relations Act to require construction contractors to apply the terms of their union collective bargaining agreements to both their union and non-union shops. During House consideration, many attempts were made to weaken both H.R. 281 and the NLRA.

Rep. Roukema (R-NJ) offered an amendment which would require that an employer bargain with a union upon expiration of a prehire agreement *only* if the NLRB had certified that the labor organization had majority support. The House rejected the amendment 177 yeas to 249 nays.

VOTE 3—Roukema amendment. A vote to reject the amendment is *right*.

During House consideration of H.R. 281, the following amendments were offered addressing *labor* (applying to unions only) violence.

Labor Racketeering Amendment

An amendment offered by Rep. Ballenger (R-NC) provided that an employer would not be required to collectively bargain with a labor organization if a union officer or former union officer had been convicted of racketeering or bribery of public officials within the previous five years. The House rejected the amendment 158 yeas to 266 nays.

VOTE 4—Ballenger amendment. A vote to reject the amendment is *right.*

Labor Violence Amendment

Rep. Armey (R-TX) offered an amendment which sought to suspend the duty to bargain collectively if the NLRB had found the labor organization had directly engaged in or encouraged the use of violence. The House rejected the amendment 162 yeas to 262 nays.

VOTE 5—Armey amendment. A vote to reject the amendment is *right.*

On June 17, 1987, the House passed H.R. 281 by a vote of 227 yeas to 197 nays.

VOTE 6—House passage. A vote to pass the bill is *right*.

Catastrophic Health

H.R. 2470 is a bill which would extend and expand Medicare coverage to protect against short-term catastrophic medical costs. The measure passed by a vote of 302 yeas to 127 nays on July 22, 1987.

VOTE 7—House passage. A vote to pass the bill is *right.*

Polygraphs

H.R. 1212, would prohibit the use of pre-employment and random post-employment polygraph testing.

An amendment that would permit lie detector tests by employers in the business of providing security services was offered by Rep. Roukema (R-NJ). The House agreed to the amendment 210 yeas to 209 nays.

VOTE 8—Roukema amendment. A vote to reject the amendment is *right*.

On November 4, 1987, the House voted to pass the Employee Polygraph Protection Act by a vote of 254 yeas to 158 nays.

VOTE 9—House passage. A vote to pass the bill is *right*.

Air Traffic Controllers

H.R. 3396 would grant authority to rehire certain air traffic controllers which were fired by Presidential Order during the illegal PATCO strike. The House passed the bill on March 29, 1988 by a vote of 234 yeas to 180 nays.

VOTE 10—House passage. A vote to pass the bill is *right.*

House Voting Record on Key Labor Issues

Voting Key

A = Not Voting
R = Right
W = Wrong
* = Speaker (usually does not vote)
O = Not then a member
P = Present

STATE	VOTE 1	2	3	4	5	6	7	8	9	10
Alaska										
Young, Don (R)	W	W	R	R	R	W	R	R	R	W
Alabama										
1. Callahan (R)	W	W	W	W	W	W	R	W	W	W
2. Dickinson (R)	W	W	A	W	W	W	R	W	W	W
3. Nichols, William (D)	R	R	W	R	R	W	R	W	W	W
4. Bevill (D)	R	R	R	R	R	R	R	R	R	R
5. Flippo (D)	R	R	R	R	R	R	R	W	R	W
6. Erdreich (D)	R	R	R	R	R	R	R	W	R	W
7. Harris (D)	R	R	R	R	R	R	R	R	R	W
Arkansas										
1. Alexander (D)	R	R	R	R	R	R	R	R	R	R
2. Robinson (D)	W	R	R	R	R	R	R	R	R	R
3. Hammerschmidt (R)	W	W	W	W	W	W	R	W	W	W
4. Anthony (D)	R	R	R	R	R	W	R	R	R	R
Arizona										
1. Rhodes, III (R)	W	W	W	W	W	W	W	W	W	W
2. Udall (D)	R	R	R	R	R	R	R	R	A	R
3. Stump (R)	W	W	W	W	W	W	W	W	W	W
4. Kyl (R)	W	W	W	W	W	W	W	W	W	W
5. Kolbe (R)	W	W	W	W	W	W	W	W	W	W
California										
1. Bosco (D)	W	R	R	R	R	R	R	R	R	R
2. Herger (R)	W	R	W	W	W	W	W	W	W	W
3. Matsui (D)	W	R	R	R	R	R	R	R	R	R
4. Fazio (D)	R	R	R	R	R	R	R	R	R	R
5. Pelosi (D)	O	R	R	R	R	R	R	R	R	R
6. Boxer (D)	R	R	R	R	R	R	R	R	R	R
7. Miller, George (D)	W	R	R	R	R	R	R	R	R	R
8. Dellums (D)	R	R	R	R	R	R	R	R	R	R
9. Stark (D)	W	R	R	R	R	R	R	R	R	A
10. Edwards, Don (D)	R	R	R	R	R	R	R	R	R	R
11. Lantos (D)	R	R	R	R	R	R	R	R	R	R
12. Konnyu (R)	W	W	W	W	W	W	W	W	W	W
13. Mineta (D)	R	R	R	R	R	R	R	A	R	W
14. Shumway (R)	W	W	W	W	W	W	W	W	W	W
15. Coelho (D)	R	R	R	R	R	R	R	R	R	R
16. Panetta (D)	R	R	R	R	R	R	R	R	R	R
17. Pashayan (R)	W	W	R	R	R	R	R	W	R	R
18. Lehman, Richard (D)	R	R	R	R	R	R	R	R	R	R
19. Lagomarsino (R)	W	W	W	W	W	W	W	W	W	W
20. Thomas, William (R)	W	A	W	W	W	W	W	W	W	W
21. Gallegly (R)	W	W	W	W	W	W	W	W	W	W
22. Moorhead (R)	W	W	W	W	W	W	W	W	W	W
23. Beilenson (D)	W	R	R	R	R	R	W	R	R	R
24. Waxman (D)	W	R	R	R	R	R	R	R	A	R
25. Roybal (D)	W	R	R	R	R	R	R	R	R	R
26. Berman (D)	R	R	R	R	R	R	R	R	R	R
27. Levine, Mel (D)	W	R	R	R	R	R	R	R	R	R
28. Dixon, Julian (D)	R	R	R	R	R	R	R	R	R	R
29. Hawkins, A. (D)	R	R	R	R	R	R	R	R	R	R
30. Martinez (D)	R	R	R	R	R	R	R	R	R	R
31. Dymally, Mervyn (D)	R	R	R	R	R	R	R	R	R	R
32. Anderson, Glenn (D)	W	R	R	R	R	R	R	W	R	R
33. Dreier, David (R)	W	W	W	W	W	W	W	W	W	W
34. Torres (D)	R	R	R	R	R	R	R	R	R	R
35. Lewis, Jerry (R)	W	W	W	W	W	W	W	W	W	A
36. Brown, George (D)	W	R	R	R	R	R	R	A	R	R
37. McCandless (R)	W	W	W	W	W	W	W	W	W	W
38. Dornan, Robert (R)	W	W	W	W	W	W	W	W	W	W
39. Dannemeyer (R)	W	W	W	W	W	W	W	W	W	A
40. Badham (R)	W	A	W	W	W	W	W	W	W	W
41. Lowery, Bill (R)	W	W	W	W	W	W	W	W	W	W
42. Lungren (R)	W	W	W	W	W	W	W	W	W	W
43. Packard (R)	W	W	W	W	W	W	W	W	W	A
44. Bates (D)	W	R	R	R	R	R	R	R	R	W
45. Hunter (R)	W	W	W	W	W	W	W	W	W	W
Colorado										
1. Schroeder (D)	W	R	R	R	R	R	R	R	R	R
2. Skaggs (D)	W	R	R	R	R	R	R	R	R	W
3. Campbell (D)	R	R	R	R	R	R	R	R	R	R
4. Brown, Hank (R)	R	W	W	W	W	W	W	A	A	W
5. Hefley (R)	W	W	W	W	W	W	W	W	W	W
6. Schaefer (R)	W	R	W	W	W	W	W	W	W	R
Connecticut										
1. Kennelly (D)	R	R	R	R	R	R	R	R	R	R
2. Gejdenson (D)	R	R	R	R	R	R	R	R	R	R
3. Morrison, Bruce (D)	R	R	R	R	R	R	R	R	R	R
4. Shays (R)	O	W	O	O	O	O	O	R	R	R
5. Rowland, John (R)	W	W	R	R	R	R	R	R	R	R
6. Johnson, Nancy (R)	W	R	R	R	R	R	W	R	R	R

STATE	VOTE									
	1	2	3	4	5	6	7	8	9	10
Delaware										
Carper (D)	R	R	R	W	R	R	R	R	R	R
Florida										
1. Hutto (D)	W	R	W	W	W	W	R	W	W	W
2. Grant (D)	R	R	W	W	W	W	R	W	W	W
3. Bennett (D)	W	R	R	R	R	R	R	W	W	W
4. Chappell (D)	R	R	W	W	W	W	R	W	W	W
5. McCollum (R)	W	W	W	W	W	W	R	W	W	W
6. MacKay (D)	R	R	R	R	R	W	R	R	W	R
7. Gibbons (D)	W	R	R	W	R	W	R	R	R	W
8. Young, Bill (R)	W	R	W	W	W	W	R	W	W	W
9. Bilirakis (R)	W	W	W	W	W	W	R	W	W	W
10. Ireland (R)	W	W	W	W	W	W	W	W	W	W
11. Nelson, Bill (D)	R	R	R	R	R	W	R	W	W	W
12. Lewis, Tom (R)	W	W	W	W	W	W	R	W	W	W
13. Mack (R)	W	W	W	W	W	W	W	W	W	W
14. Mica (D)	R	R	R	R	R	W	R	W	W	A
15. Shaw (R)	W	R	W	W	W	W	R	W	W	W
16. Smith, Lawrence (D)	R	R	R	R	R	R	R	R	R	R
17. Lehman, William (D)	W	R	R	R	R	R	R	R	R	W
18. Pepper (D)	R	R	R	R	R	R	R	R	R	R
19. Fascell (D)	R	R	R	R	R	R	R	R	R	R
Georgia										
1. Thomas, Lindsay (D)	W	R	R	R	R	W	R	W	W	W
2. Hatcher (D)	W	R	W	R	R	W	R	W	W	W
3. Ray (D)	W	R	A	A	A	A	W	W	W	A
4. Swindall (R)	W	W	W	W	W	W	W	W	W	W
5. Lewis, John (D)	R	R	R	R	R	R	R	R	R	R
6. Gingrich (R)	W	W	W	W	W	W	W	W	W	W
7. Darden (D)	R	R	W	R	W	W	R	W	W	W
8. Rowland, Roy (D)	W	R	W	R	R	W	R	W	W	W
9. Jenkins (D)	R	R	W	R	R	W	R	W	W	W
10. Barnard (D)	W	R	W	W	W	W	W	W	W	W
Hawaii										
1. Saiki (R)	W	R	W	W	W	W	R	W	W	R
2. Akaka (D)	R	R	R	R	R	R	R	R	R	R
Iowa										
1. Leach, Jim (R)	W	R	W	W	W	W	R	R	R	W
2. Tauke (R)	W	W	W	W	W	W	W	R	R	W
3. Nagle (D)	R	R	R	R	R	R	R	R	R	R
4. Smith, Neal (D)	W	R	R	R	R	R	R	R	R	R
5. Lightfoot (R)	W	W	W	W	W	W	W	W	W	W
6. Grandy (R)	W	R	W	W	W	W	W	R	W	W
Idaho										
1. Craig (R)	W	W	W	W	W	W	W	W	W	W
2. Stallings (D)	W	R	R	R	R	W	R	R	R	R

STATE	VOTE									
	1	2	3	4	5	6	7	8	9	10
Illinois										
1. Hayes, Charles A. (D)	R	R	R	R	R	R	R	R	R	R
2. Savage (D)	R	R	R	R	R	R	R	R	R	R
3. Russo (D)	R	R	R	R	R	R	R	R	R	R
4. Davis, Jack (R)	W	R	R	W	R	R	W	R	R	R
5. Lipinski (D)	R	R	R	R	R	R	R	R	A	R
6. Hyde (R)	W	W	W	W	W	W	W	W	W	W
7. Collins, Cardiss (D)	R	R	R	R	R	R	R	R	R	R
8. Rostenkowski (D)	W	R	A	A	A	A	R	R	R	R
9. Yates (D)	W	R	R	R	R	R	R	R	R	R
10. Porter (R)	W	W	W	W	W	W	R	W	W	W
11. Annunzio (D)	A	R	R	R	R	R	R	R	R	R
12. Crane, Philip (R)	W	W	W	W	W	W	W	A	A	W
13. Fawell (R)	W	W	W	W	W	W	W	W	W	W
14. Hastert (R)	W	W	W	W	W	W	W	W	W	R
15. Madigan (R)	W	W	R	R	R	W	W	W	W	W
16. Martin, Lynn (R)	W	W	W	W	W	W	R	W	R	W
17. Evans, Lane (D)	R	R	R	R	R	R	R	R	R	R
18. Michel (R)	W	W	W	W	R	W	W	W	W	R
19. Bruce (D)	R	R	R	R	R	R	R	R	R	R
20. Durbin (D)	R	R	R	R	R	R	R	R	R	R
21. Price, Melvin (D)	W	O	R	R	R	R	R	R	R	A
22. Gray, Kenneth (D)	R	R	R	R	R	R	R	R	R	R
Indiana										
1. Visclosky (D)	R	R	R	R	R	R	R	R	R	R
2. Sharp (D)	R	R	R	W	R	R	R	R	A	R
3. Hiler (R)	W	W	W	W	W	W	W	W	W	W
4. Coats (R)	W	W	W	W	W	W	W	W	W	W
5. Jontz (D)	R	R	R	R	R	R	R	R	R	R
6. Burton, Dan (R)	W	W	W	W	W	W	W	W	W	W
7. Myers (R)	W	W	W	W	W	W	W	W	W	W
8. McCloskey (D)	R	R	R	R	R	R	R	R	R	R
9. Hamilton (D)	R	R	R	R	R	W	R	W	R	R
10. Jacobs (D)	R	R	R	W	R	R	R	R	R	R
Kansas										
1. Roberts, Pat (R)	W	R	W	W	W	W	W	W	W	W
2. Slattery (D)	R	R	W	R	R	R	W	W	R	W
3. Meyers (R)	W	W	W	W	W	W	W	W	W	W
4. Glickman (D)	W	R	R	R	R	R	R	R	R	W
5. Whittaker (R)	W	R	W	W	W	W	R	W	W	W
Kentucky										
1. Hubbard (D)	R	A	W	R	R	W	R	R	R	R
2. Natcher (D)	R	R	R	R	R	R	R	R	R	R
3. Mazzoli (D)	W	R	W	R	R	W	R	W	R	R
4. Bunning (R)	W	W	W	W	W	W	W	W	W	W
5. Rogers (R)	W	W	W	W	W	W	W	W	W	W
6. Hopkins (R)	W	W	W	W	W	W	W	W	W	R
7. Perkins (D)	R	R	R	R	R	R	R	R	R	R
Louisiana										
1. Livingston (R)	W	W	W	W	W	W	R	W	W	W
2. Boggs (D)	R	R	R	R	R	R	R	R	R	R

STATE	VOTE									
	1	2	3	4	5	6	7	8	9	10
3. Tauzin (D)	R	R	W	W	R	W	R	W	R	W
4. Roemer (D)	R	O	W	W	W	W	R	A	A	O
4. McCrery (R)	O	W	O	O	O	O	O	O	O	O
5. Huckaby (D)	R	R	W	W	W	W	R	W	W	W
6. Baker (R)	W	W	W	W	W	W	W	W	W	W
7. Hayes, James A. (D)	R	R	R	R	R	W	R	W	R	W
8. Holloway (R)	W	R	W	W	W	W	W	W	W	W
Massachusetts										
1. Conte (R)	R	R	R	R	R	R	R	R	R	R
2. Boland (D)	R	R	R	R	R	R	R	R	R	R
3. Early (D)	R	R	R	R	R	R	A	R	R	R
4. Frank (D)	R	R	R	R	R	R	R	R	R	R
5. Atkins (D)	R	R	R	R	R	R	R	R	R	R
6. Mavroules (D)	R	R	R	R	R	R	R	R	R	R
7. Markey (D)	R	R	R	R	R	R	R	R	R	R
8. Kennedy, Joseph (D)	W	R	R	R	R	R	R	R	R	R
9. Moakley (D)	R	R	R	R	R	R	R	R	R	R
10. Studds (D)	R	R	R	R	R	R	R	R	R	R
11. Donnelly, Brian (D)	R	R	R	R	R	R	W	R	R	R
Maryland										
1. Dyson (D)	R	R	R	R	R	R	R	R	R	W
2. Bentley (R)	R	R	W	W	W	R	R	W	R	R
3. Cardin (D)	R	R	R	R	R	R	R	W	R	W
4. McMillen, Tom (D)	R	R	R	R	R	R	R	R	R	R
5. Hoyer (D)	R	R	R	R	R	R	R	R	R	R
6. Byron (D)	R	A	W	W	W	W	R	W	R	W
7. Mfume (D)	R	R	R	R	R	R	R	R	R	R
8. Morella (R)	W	R	W	W	R	W	R	R	R	R
Maine										
1. Brennan (D)	R	R	R	R	R	R	R	R	R	R
2. Snowe (R)	R	R	W	R	R	W	R	W	R	R
Michigan										
1. Conyers (D)	R	R	R	R	R	R	R	R	R	R
2. Pursell (R)	W	R	W	R	W	W	W	R	R	R
3. Wolpe, Howard (D)	R	R	R	R	R	R	R	R	R	R
4. Upton (R)	W	R	W	W	W	W	W	W	R	W
5. Henry (R)	R	R	W	W	W	W	W	R	R	W
6. Carr (D)	R	R	R	R	R	R	R	R	A	W
7. Kildee (D)	R	R	R	R	R	R	R	R	R	R
8. Traxler (D)	R	R	R	R	R	R	R	R	R	R
9. Vanderjagt (R)	W	W	W	W	W	W	A	W	R	W
10. Schuette (R)	W	W	R	R	R	W	W	W	R	W
11. Davis, Robert (R)	R	R	R	R	R	R	R	R	R	R
12. Bonior, David (D)	R	R	A	A	A	A	R	R	R	R
13. Crockett (D)	R	R	R	R	R	R	R	R	R	R
14. Hertel (D)	R	R	R	R	R	R	R	R	R	R
15. Ford, William (D)	R	R	R	R	R	R	R	R	R	R
16. Dingell (D)	R	R	R	R	R	R	R	R	R	R
17. Levin, Sander (D)	R	R	R	R	R	R	R	R	R	R
18. Broomfield (R)	W	W	W	W	W	W	W	W	R	R

STATE	VOTE									
	1	2	3	4	5	6	7	8	9	10
Minnesota										
1. Penny (D)	W	R	R	R	R	R	W	R	R	R
2. Weber, Vin (R)	W	W	W	W	W	W	W	W	R	W
3. Frenzel (R)	W	W	W	W	W	W	W	W	W	W
4. Vento (D)	R	R	R	R	R	R	R	R	R	R
5. Sabo (D)	R	R	R	R	R	R	R	R	R	R
6. Sikorski (D)	R	R	R	R	R	R	R	R	R	R
7. Stangeland (R)	W	R	W	W	W	W	W	W	W	W
8. Oberstar (D)	R	R	R	R	R	R	R	R	R	R
Missouri										
1. Clay (D)	R	R	R	R	R	R	R	R	A	R
2. Buechner (R)	W	W	W	W	W	W	W	W	W	W
3. Gephardt (D)	R	R	R	R	R	R	A	A	A	R
4. Skelton (D)	R	R	R	W	W	R	R	R	R	W
5. Wheat (D)	R	R	R	R	R	R	R	R	R	R
6. Coleman, Thomas (R)	W	R	W	W	W	W	R	W	W	W
7. Taylor (R)	W	W	W	W	W	W	W	W	W	W
8. Emerson (R)	W	R	W	W	W	W	R	W	W	A
9. Volkmer (D)	R	R	R	R	W	R	R	R	R	W
Mississippi										
1. Whitten (D)	R	R	W	R	R	W	R	R	R	R
2. Espy (D)	R	R	R	R	R	R	R	R	R	R
3. Montgomery (D)	W	R	W	W	W	W	W	W	W	W
4. Dowdy, Wayne (D)	R	R	R	R	R	R	R	R	R	R
5. Lott (R)	W	W	W	W	W	W	W	W	A	W
Montana										
1. Williams, Pat (D)	R	R	R	R	R	R	R	R	R	R
2. Marlenee (R)	W	A	W	W	W	W	W	W	W	W
North Carolina										
1. Jones, Walter (D)	R	R	R	R	R	R	R	W	A	W
2. Valentine (D)	R	R	W	W	W	W	R	W	W	W
3. Lancaster (D)	R	R	W	W	W	W	R	W	R	W
4. Price, David (D)	R	R	W	R	R	W	R	W	R	R
5. Neal (D)	R	R	W	R	R	W	R	R	R	R
6. Coble (R)	W	W	W	W	W	W	W	W	W	W
7. Rose (D)	R	R	R	R	R	W	R	W	R	A
8. Hefner (D)	R	R	W	R	R	W	R	W	W	A
9. McMillan, Alex (R)	W	W	W	W	W	W	W	W	W	W
10. Ballenger (R)	R	W	W	W	W	W	A	W	W	W
11. Clarke (D)	R	R	R	R	R	R	R	W	R	R
North Dakota										
Dorgan, Byron (D)	R	R	R	R	R	R	R	R	R	R
Nebraska										
1. Bereuter (R)	W	R	W	W	W	W	W	W	W	W
2. Daub (R)	W	W	W	W	W	W	W	W	W	W
3. Smith, Virginia (R)	W	R	W	W	W	W	R	W	W	W

STATE	VOTE									
	1	2	3	4	5	6	7	8	9	10
New Hampshire										
1. Smith, Robert C. (R)	W	W	W	W	W	W	W	W	W	W
2. Gregg (R)	W	W	W	W	W	W	W	W	R	W
New Jersey										
1. Florio (D)	R	R	R	R	R	R	R	R	R	R
2. Hughes (D)	W	R	R	R	R	R	R	W	R	R
3. Howard (D)	R	O	R	R	R	R	R	A	A	O
4. Smith, C. (R)	R	R	R	R	R	R	R	W	R	R
5. Roukema (R)	W	R	W	R	R	W	R	W	W	R
6. Dwyer, Bernard (D)	R	R	R	R	R	R	R	R	R	R
7. Rinaldo (R)	R	R	R	R	R	R	R	R	R	R
8. Roe (D)	R	R	R	R	R	R	R	W	R	R
9. Torricelli (D)	R	R	R	A	A	A	R	W	R	R
10. Rodino (D)	R	R	R	R	R	R	R	R	R	R
11. Gallo (R)	W	W	R	R	R	R	R	W	R	W
12. Courter (R)	W	R	R	R	R	R	R	W	R	R
13. Saxton (R)	W	R	W	R	W	W	R	W	R	R
14. Guarini (D)	R	R	R	R	R	R	R	R	R	R
New Mexico										
1. Lujan (R)	W	W	W	W	W	W	R	W	W	R
2. Skeen (R)	W	W	W	W	W	W	R	W	W	W
3. Richardson (D)	R	R	R	R	R	R	R	W	R	R
Nevada										
1. Bilbray (D)	R	R	R	R	R	R	R	R	R	R
2. Vucanovich (R)	W	W	W	W	W	W	R	W	W	W
New York										
1. Hochbrueckner (D)	R	R	R	R	R	R	R	R	R	R
2. Downey, Thomas (D)	W	R	R	R	R	R	R	R	R	R
3. Mrazek (D)	W	W	R	R	R	R	R	R	R	R
4. Lent (R)	W	W	R	R	R	R	W	W	W	R
5. McGrath (R)	W	R	R	R	R	R	W	W	W	R
6. Flake (D)	R	R	R	R	R	R	R	R	R	R
7. Ackerman (D)	R	R	R	R	R	R	R	R	R	R
8. Scheuer (D)	R	R	R	R	R	R	R	W	R	R
9. Manton (D)	R	R	R	R	R	R	R	R	R	R
10. Schumer (D)	W	R	R	R	R	R	R	R	A	R
11. Towns (D)	R	R	R	R	R	R	R	R	R	R
12. Owens, Major (D)	R	R	R	R	R	R	R	R	R	R
13. Solarz (D)	R	R	R	R	R	R	R	R	R	R
14. Molinari (R)	W	R	R	R	R	R	W	W	A	R
15. Green (R)	W	W	R	R	R	R	R	W	R	W
16. Rangel, Charles (D)	R	R	A	A	A	A	R	R	R	R
17. Weiss (D)	R	A	R	R	R	R	R	R	R	R
18. Garcia (D)	R	R	R	R	R	R	R	R	R	R
19. Biaggi (D)	R	A	R	R	R	R	R	A	A	A
20. DioGuardi (R)	W	W	R	R	R	R	W	W	W	R
21. Fish (R)	W	R	R	R	R	R	R	W	R	R
22. Gilman (R)	R	R	R	R	R	R	R	R	R	R
23. Stratton (D)	W	R	R	R	R	R	R	A	R	R
24. Solomon (R)	W	R	W	W	W	W	R	W	W	W
25. Boehlert (R)	R	R	R	R	R	W	R	R	R	R
26. Martin, David (R)	W	R	R	R	R	R	R	W	W	R
27. Wortley (R)	W	W	W	W	W	W	R	W	W	R
28. McHugh (D)	W	R	R	R	R	R	R	R	R	A
29. Horton (R)	R	R	R	R	R	R	R	W	R	R
30. Slaughter, Louise (D)	R	R	A	A	A	A	R	W	R	R
31. Kemp (R)	W	W	W	A	A	W	W	A	A	A
32. LaFalce (D)	R	R	R	R	R	R	R	R	R	R
33. Nowak (D)	R	R	R	R	R	R	R	R	R	R
34. Houghton (R)	W	R	R	W	W	R	R	W	R	W
Ohio										
1. Luken, Thomas (D)	R	R	R	R	R	R	W	W	R	R
2. Gradison (R)	W	W	W	R	R	W	R	W	W	W
3. Hall, Tony (D)	R	R	R	R	R	R	R	W	W	R
4. Oxley (R)	W	W	W	W	W	W	W	W	W	W
5. Latta (R)	W	W	W	W	W	W	R	W	W	W
6. McEwen (R)	W	W	W	W	W	A	W	W	W	W
7. DeWine (R)	W	W	W	W	W	W	W	W	W	W
8. Lukens, Donald (R)	W	W	W	W	W	W	W	W	W	R
9. Kaptur (D)	R	R	R	R	R	R	R	A	A	R
10. Miller, Clarence (R)	W	R	W	W	W	W	W	W	W	W
11. Eckart, Dennis (D)	R	R	R	R	R	R	R	R	R	R
12. Kasich (R)	W	W	W	W	W	W	R	W	W	W
13. Pease (D)	R	R	R	R	R	R	R	R	R	R
14. Sawyer (D)	R	R	R	R	R	R	R	R	R	R
15. Wylie (R)	W	W	W	W	W	W	R	W	W	W
16. Regula (R)	R	R	W	W	R	W	R	W	R	W
17. Traficant (D)	R	R	R	R	R	R	R	R	R	R
18. Applegate (D)	R	R	R	R	R	R	R	R	R	R
19. Feighan (D)	R	R	R	R	R	R	R	R	R	R
20. Oakar (D)	R	R	R	R	R	R	R	R	R	R
21. Stokes (D)	R	R	R	R	R	R	R	R	R	R
Oklahoma										
1. Inhofe (R)	W	R	W	W	W	W	W	W	W	W
2. Synar (D)	W	R	R	R	R	W	R	R	R	R
3. Watkins (D)	R	A	R	W	W	W	R	R	R	W
4. McCurdy (D)	W	R	R	R	R	W	W	W	R	W
5. Edwards, Mickey (R)	W	R	W	W	W	W	W	W	W	W
6. English (D)	W	R	W	W	W	W	R	W	R	W
Oregon										
1. AuCoin (D)	W	R	R	R	R	R	R	R	R	R
2. Smith, Robert F. (R)	W	W	W	W	W	W	W	W	W	W
3. Wyden (D)	W	R	R	R	R	R	R	R	R	R
4. De Fazio (D)	R	R	R	R	R	R	R	R	R	R
5. Smith, Denny (R)	W	W	W	W	W	W	W	W	W	W
Pennsylvania										
1. Foglietta (D)	R	R	R	R	R	R	R	W	R	R
2. Gray, William (D)	R	R	R	R	R	R	R	R	R	R
3. Borski (D)	R	R	R	R	R	R	R	R	R	R
4. Kolter (D)	R	R	R	R	R	R	R	R	R	R
5. Schulze (R)	W	W	W	W	W	W	R	W	W	W
6. Yatron (D)	R	R	R	R	R	R	R	R	R	R
7. Weldon (R)	W	R	R	W	R	R	R	W	W	R

STATE	VOTE 1	2	3	4	5	6	7	8	9	10
8. Kostmayer (D)	R	R	R	R	R	R	R	R	R	R
9. Shuster (R)	R	W	W	W	W	W	W	W	W	W
10. McDade (R)	R	R	R	R	R	R	R	W	R	R
11. Kanjorski (D)	R	R	R	R	R	R	R	R	R	R
12. Murtha (D)	R	R	R	R	R	R	R	R	R	R
13. Coughlin (R)	W	R	R	R	W	W	W	R	R	W
14. Coyne, William (D)	R	R	R	R	R	R	R	R	R	R
15. Ritter (R)	R	R	R	W	W	W	W	W	R	R
16. Walker (R)	W	W	W	W	W	W	W	W	W	W
17. Gekas (R)	W	W	W	W	W	W	W	W	W	W
18. Walgren (D)	R	R	R	R	R	R	R	R	R	R
19. Goodling (R)	W	W	W	W	W	W	W	W	W	W
20. Gaydos (D)	R	R	R	R	R	R	R	R	R	R
21. Ridge (R)	R	R	R	R	R	R	R	R	R	R
22. Murphy (D)	R	R	R	R	R	R	R	W	R	A
23. Clinger (R)	W	R	W	R	R	W	R	R	R	W
Rhode Island										
1. St. Germain (D)	R	R	R	R	R	R	R	R	R	R
2. Schneider (R)	W	R	R	R	R	R	R	R	R	R
South Carolina										
1. Ravenel, Jr. (R)	W	R	W	W	W	W	R	W	W	W
2. Spence (R)	W	A	W	W	W	W	R	W	W	W
3. Derrick (D)	R	R	W	R	R	W	W	R	W	W
4. Patterson (D)	R	R	R	R	R	W	R	R	W	W
5. Spratt (D)	R	R	R	R	R	W	R	W	W	W
6. Tallon (D)	R	R	R	R	R	W	R	R	W	W
South Dakota										
1. Johnson, T. P. (D)	R	R	R	R	R	R	R	R	R	R
Tennessee										
1. Quillen (R)	W	R	W	W	W	W	W	W	R	W
2. Duncan (R)	W	A	W	W	W	W	W	A	A	W
3. Lloyd (D)	R	R	R	W	W	W	R	W	R	R
4. Cooper (D)	R	R	R	R	R	W	R	R	R	R
5. Clement (D)	O	R	O	O	O	O	O	O	O	R
5. Boner, William (D)	R	O	A	A	A	A	R	O	O	O
6. Gordon (D)	R	R	R	R	R	R	R	R	R	R
7. Sundquist (R)	W	W	W	W	W	W	W	W	W	W
8. Jones, Ed (D)	R	R	R	R	R	W	R	W	W	W
9. Ford, Harold (D)	R	R	R	R	R	R	R	W	R	R
Texas										
1. Chapman (D)	R	R	W	R	R	R	R	W	W	W
2. Wilson, Charles (D)	R	R	R	R	R	R	R	R	R	R
3. Bartlett (R)	W	W	W	W	W	W	W	W	W	W
4. Hall, Ralph (D)	R	R	W	W	W	W	R	W	W	W
5. Bryant (D)	R	R	R	R	R	R	R	R	R	R
6. Barton (R)	W	W	W	W	W	W	W	W	W	W
7. Archer (R)	W	W	W	W	W	W	W	W	W	W
8. Fields (R)	W	W	W	W	W	W	W	W	W	W
9. Brooks (D)	R	R	R	R	R	R	R	R	R	R
10. Pickle (D)	W	R	R	R	R	R	R	W	R	R
11. Leath, Marvin (D)	R	R	W	W	W	W	W	A	W	W
12. Wright (D)	R	R	*	*	*	*	*	*	*	*
13. Boulter (R)	W	A	W	W	W	W	W	W	R	A
14. Sweeney (R)	W	R	W	W	W	W	R	W	W	W
15. de la Garza (D)	R	R	W	R	R	R	R	W	W	W
16. Coleman, Ronald (D)	R	R	R	R	R	R	R	R	R	R
17. Stenholm (D)	W	R	W	W	W	W	W	W	W	W
18. Leland (D)	R	R	R	R	R	R	R	R	R	R
19. Combest (R)	W	R	W	W	W	W	W	W	W	W
20. Gonzalez (D)	W	R	R	R	R	R	R	R	R	R
21. Smith, Lamar (R)	W	W	W	W	W	W	W	W	W	W
22. DeLay (R)	W	W	W	W	W	W	W	W	W	W
23. Bustamante (D)	R	R	R	R	R	R	R	R	R	R
24. Frost (D)	R	R	R	R	R	R	R	R	W	R
25. Andrews, Michael (D)	R	R	W	R	R	R	R	W	R	W
26. Armey (R)	W	W	W	W	W	W	W	W	W	W
27. Ortiz (D)	R	R	W	R	R	W	R	W	R	R
Utah										
1. Hansen, James (R)	W	W	W	W	W	W	W	W	W	W
2. Owens, Wayne (D)	R	R	R	R	R	R	R	A	A	R
3. Nielson, Howard (R)	W	R	W	W	W	W	W	W	R	W
Virginia										
1. Bateman (R)	W	W	W	W	W	W	W	W	W	W
2. Pickett (D)	W	R	R	R	R	R	R	W	W	W
3. Bliley (R)	W	W	W	W	W	W	W	W	W	W
4. Sisisky (D)	W	R	R	R	R	W	R	W	W	R
5. Daniel, Dan (D)	R	O	W	A	A	A	W	W	A	O
6. Olin (D)	W	R	R	R	R	W	W	R	R	W
7. Slaughter (R)	W	W	W	W	W	W	W	W	W	W
8. Parris (R)	W	W	W	W	W	W	W	W	W	W
9. Boucher (D)	R	R	R	R	R	R	R	R	R	R
10. Wolf (R)	W	W	W	W	W	W	W	W	W	W
Vermont										
Jeffords (R)	W	R	W	R	R	W	R	R	R	R
Washington										
1. Miller, John (R)	W	R	R	R	R	R	R	R	R	W
2. Swift (D)	W	R	R	R	R	R	R	R	R	R
3. Bonker (D)	W	R	R	R	R	R	R	R	R	R
4. Morrison, Sid (R)	W	W	W	W	W	R	W	W	W	W
5. Foley (D)	W	R	R	R	R	R	R	R	R	R
6. Dicks (D)	W	R	R	R	R	R	R	R	R	R
7. Lowry, Mike (D)	W	R	R	R	R	R	R	R	R	R
8. Chandler (R)	W	W	W	W	W	W	W	W	W	R
Wisconsin										
1. Aspin (D)	R	R	R	R	R	R	R	R	R	R
2. Kastenmeier (D)	R	R	R	R	R	R	R	R	R	R
3. Gunderson (R)	W	R	W	R	W	W	R	W	W	R
4. Kleczka (D)	R	R	R	R	R	R	R	R	R	R
5. Moody (D)	R	R	R	R	R	R	R	R	R	R
6. Petri (R)	W	W	W	W	W	W	R	W	R	W

STATE	VOTE										STATE	VOTE									
	1	2	3	4	5	6	7	8	9	10		1	2	3	4	5	6	7	8	9	10
7. Obey (D)	R	R	R	R	R	R	R	R	R	A	2. Staggers (D)	R	R	R	R	R	R	R	R	R	R
8. Roth, Toby (R)	W	R	W	W	W	W	W	W	W	W	3. Wise (D)	R	R	R	R	R	R	R	R	R	R
9. Sensenbrenner (R)	W	R	W	W	W	W	W	W	W	W	4. Rahall (D)	R	R	R	R	R	R	R	R	R	R
West Virginia											**Wyoming**										
1. Mollohan (D)	R	R	R	R	R	R	R	R	R	A	Cheney (R)	W	W	W	W	W	W	W	W	W	W

Senate Votes on Key Labor Issues

Collective Bargaining Protections

During Senate consideration of H.R. 2, Sen. Phil Gramm (R-TX) offered an amendment that would effectively restrict or limit collective bargaining protections for transit workers in instances where a transit authority used federal grant money to contract out service to a private interest. On February 4, 1987, the Senate rejected the amendment 30 yeas to 70 nays.

VOTE 1—Gramm amendment. A vote to reject the amendment is *right.*

Veto Override—Highway Act

The Senate voted 67 yeas to 33 nays on March 27, 1987, to override President Reagan's veto of H.R. 2, the Highway Act. This bill authorized $88 billion for highway and mass transit programs through 1991. Enactment provides thousands of jobs for Teamster members in the construction industry.

VOTE 2—Veto override. A vote to override the veto is *right.*

Plant Closing Notification I

During debate of the Senate Trade bill, S. 1420, Sen. Dan Quayle (R-IN) offered an amendment to strip the plant closing notification provision from the bill. On July 9, 1987, the Senate voted 40 yeas to 60 nays and rejected the amendment.

VOTE 3—Quayle amendment. A vote to reject the amendment is *right.*

Drug Testing for Transportation Workers

October 29, 1987, the Senate began considering S. 1485, a bill which would require airlines to disclose consumer protective information. During debate, Sen. John Danforth (R-MO) offered an amendment to require mandatory random, post-accident, pre-employment, reasonable suspicion, and periodic recurring drug testing of transportation employees of air, rail, motor, and bus carriers. A motion was made to table (refuse to consider) the amendment. The Senate failed to table the amendment (therefore adopted) by a vote of 7 yeas to 83 nays.

VOTE 4—Danforth amendment. A vote to table the amendment is *right*.

Labor Protective Provisions For Airline Workers

On October 30, 1987, the Senate considered H.R. 3051, the House-passed version of the Air Passenger Protection Act. Sen. Brock Adams (D-WA) offered an amendment to require the imposition of labor protective provisions in airline mergers, acquisitions, and similar transactions. Additionally, it would transfer the authority to impose LPP's from the Department of Transportation to the Department of Labor. The Senate agreed to the amendment 64 yeas to 28 nays.

VOTE 5—Adams amendment. A vote to agree to the amendment is *right*.

Polygraphs

During Senate debate on S. 1904, a bill to strictly limit the use of lie detector examinations by employers, two key amendments were offered to weaken and create exemptions. An amendment offered by Sen. Rudy Boschwitz (R-MN) would permit an employer to administer a polygraph test to an employee if the employee "volunteered" to submit to the test. The Senate tabled (refused to consider) the amendment 56 yeas to 38 nays.

VOTE 6—Boschwitz amendment. A vote to table the amendment is *right*.

Also on March 2, 1988, Sen. Phil Gramm (R-TX) offered an amendment to exempt common carriers such as trucking companies, airlines, and railroads from the bill's coverage. The Senate tabled the amendment 55 yeas to 37 nays.

VOTE 7—Gramm amendment. A vote to table the amendment is *right*.

House-Senate Conference Report—Omnibus Trade Bill

On April 28, 1988, the Senate agreed to pass the House-Senate Conference Trade bill, which included a plant closing notification provision, by a vote of 63 yeas to 36 nays.

VOTE 8—Senate passage. A vote to pass the bill is *right*.

Plant Closing Notification

S. 2527, a bill which would require 60 days' notice of plant closure, relocation or consolidation, or pay workers for each day of notice missed, was debated at length in the Senate. During a Republican-led filibuster, there were numerous attempts to add extraneous amendments and to weaken the bill.

Hobbs Act Amendment

On June 24, 1988, Sen. Strom Thurmond (R-SC) offered the Hobbs Act amendment to the Plant Closing bill. It would amend the Hobbs Act to redefine the term "extortion," making labor union violence a federal crime. The Senate tabled the amendment 60 yeas to 27 nays.

VOTE 9—Thurmond amendment. A vote to table the amendment is *right*.

Plant Closing Notification II

On June 27, 1988, Sen. Nancy Kassebaum (R-KS) offered an amendment to strike the term "layoff" from the bill. This amendment would create a giant loophole by which notice would only be required 60 days prior to the closing of a plant. The Senate tabled the amendment 64 yeas to 32 nays.

VOTE 10—Kassebaum amendment. A vote to table the amendment is *right*.

Plant Closing Notification III

Sen. Dan Quayle (R-IN) offered an amendment in the nature of a substitute on July 6, 1988. The Quayle amendment greatly raised the bill's thresholds regarding: businesses that would be covered, the number of people being laid off, and the number of people being terminated as a result of a plant closing. This amendment would effectively deny this basic employee protection to thousands of workers by strictly limiting the bill's coverage. The Senate tabled the amendment 63 yeas to 32 nays.

VOTE 11—Quayle amendment. A vote to table the amendment is *right*.

Senate Voting Record on Key Labor Issues

Voting Key

A = Not Voting
R = Right
W = Wrong
* = Speaker (usually does not vote)
O = Not then a member
P = Present

STATE	VOTE										
	1	2	3	4	5	6	7	8	9	10	11
Alaska											
Murkowski (R)	R	W	W	W	W	W	W	W	W	W	A
Stevens (R)	R	W	R	W	R	W	W	W	W	W	W
Alabama											
Heflin (D)	R	R	R	W	R	W	W	R	W	R	R
Shelby (D)	R	R	R	W	R	R	R	R	R	R	R
Arkansas											
Bumpers (D)	R	R	W	W	R	W	R	R	R	R	R
Pryor (D)	R	R	W	W	R	W	W	R	R	R	R
Arizona											
DeConcini (D)	R	R	R	W	R	R	W	R	R	R	R
McCain (R)	W	W	W	W	R	R	W	W	W	W	W
California											
Cranston (D)	R	R	R	R	R	R	R	R	R	R	R
Wilson, Pete (R)	W	R	W	W	W	W	W	W	A	A	W
Colorado											
Armstrong (R)	W	W	W	W	W	R	R	W	W	W	W
Wirth (D)	R	R	R	W	R	R	R	R	R	R	R
Connecticut											
Dodd (D)	R	R	R	W	R	R	R	R	R	R	R
Weicker (R)	R	R	R	W	R	R	R	R	R	R	R
Delaware											
Biden (D)	R	R	R	W	R	A	A	A	A	A	A
Roth, William (R)	R	W	W	A	W	W	W	R	R	R	R
Florida											
Chiles (D)	R	R	R	W	R	R	A	R	R	R	R
Graham, Bob (D)	R	R	R	W	R	R	W	R	R	R	R
Georgia											
Fowler (D)	R	R	R	W	R	W	R	R	R	R	R
Nunn (D)	R	R	R	W	R	R	R	R	R	R	R
Hawaii											
Inouye (D)	R	R	R	R	R	R	R	R	R	R	R
Matsunaga (D)	R	R	R	R	R	R	R	R	R	R	R
Iowa											
Grassley (R)	W	W	W	W	W	R	R	W	W	W	W
Harkin (D)	R	R	R	W	R	A	A	R	R	R	R
Idaho											
McClure (R)	W	W	W	W	W	W	W	W	W	W	W
Symms (R)	W	R	W	A	A	W	W	W	A	W	W
Illinois											
Dixon, Alan (D)	R	R	R	W	R	W	R	R	R	R	R
Simon (D)	R	R	R	A	A	A	A	R	R	R	R
Indiana											
Lugar (R)	W	W	W	W	W	W	W	W	W	W	W
Quayle (R)	W	W	W	W	W	W	W	W	W	W	W
Kansas											
Dole (R)	W	W	W	A	W	A	A	W	W	W	W
Kassebaum (R)	W	W	W	W	W	R	W	W	A	W	W
Kentucky											
Ford, Wendell (D)	R	R	R	W	R	R	R	R	R	R	R
McConnell (R)	W	R	W	W	W	W	W	W	W	W	W
Louisiana											
Breaux (D)	R	R	R	W	R	W	R	R	R	R	R
Johnston, Bennett (D)	R	R	R	W	R	R	R	R	R	R	R
Massachusetts											
Kennedy, Edward (D)	R	R	R	A	R	R	R	R	R	R	R
Kerry (D)	R	R	R	R	R	R	R	R	R	R	R
Maryland											
Mikulski (D)	R	R	R	W	R	R	A	R	A	R	R
Sarbanes (D)	R	R	R	W	R	R	W	R	R	R	R
Maine											
Cohen (R)	W	W	R	W	W	R	R	R	W	R	R
Mitchell, George (D)	R	R	R	W	R	R	R	R	R	R	R
Michigan											
Levin, Carl (D)	R	R	R	W	R	R	R	R	R	R	R
Riegle (D)	R	R	R	W	R	R	R	R	R	R	R

STATE	VOTE 1	2	3	4	5	6	7	8	9	10	11
Minnesota											
Boschwitz (R)	R	W	W	W	R	W	R	W	R	W	A
Durenberger (R)	R	R	R	W	R	R	R	R	R	R	R
Missouri											
Bond (R)	W	R	W	W	A	W	W	R	W	W	W
Danforth (R)	R	R	W	W	R	W	R	R	A	R	R
Mississippi											
Cochran (R)	W	R	W	W	W	W	W	W	W	W	W
Stennis (D)	R	R	R	A	W	A	A	R	A	R	R
Montana											
Baucus (D)	R	R	R	W	R	R	R	R	R	R	R
Melcher (D)	R	R	R	R	R	R	R	R	R	R	R
North Carolina											
Helms (R)	W	W	W	W	W	W	W	W	W	A	A
Sanford (D)	R	R	R	W	R	R	R	R	R	R	R
North Dakota											
Burdick (D)	R	R	R	W	R	R	R	R	R	R	R
Conrad (D)	R	R	R	W	R	R	R	R	R	R	R
Nebraska											
Exon (D)	R	R	R	W	R	R	R	R	R	R	R
Karnes (R)	O	W	W	W	W	W	W	W	W	W	W
New Hampshire											
Humphrey (R)	W	W	W	W	W	W	R	W	A	W	W
Rudman (R)	W	W	W	W	W	W	W	W	W	W	W
New Jersey											
Bradley (D)	R	R	R	W	A	R	R	R	R	R	R
Lautenberg (D)	R	R	R	W	R	R	R	R	R	R	R
New Mexico											
Bingaman (D)	R	R	R	W	R	R	R	R	R	R	R
Domenici (R)	R	W	W	W	W	W	W	W	R	W	W
Nevada											
Hecht (R)	W	R	W	W	W	W	W	W	W	W	A
Reid (D)	R	R	R	W	R	R	R	R	A	R	R
New York											
D'Amato (R)	R	R	R	W	R	W	W	W	R	R	R
Moynihan (D)	R	R	R	W	R	R	R	R	R	R	R
Ohio											
Glenn (D)	R	R	R	W	R	R	R	R	R	R	R
Metzenbaum (D)	R	R	R	W	R	R	R	R	R	R	R
Oklahoma											
Boren (D)	R	R	W	W	R	R	R	R	A	R	R
Nickles, Don (R)	W	W	W	W	W	W	W	R	W	W	W

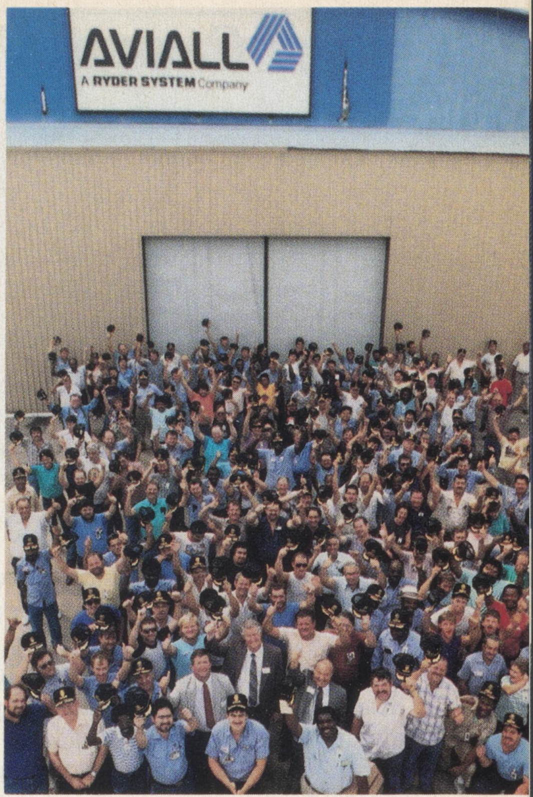
STATE	VOTE 1	2	3	4	5	6	7	8	9	10	11
Oregon											
Hatfield (R)	R	W	R	W	R	R	R	W	R	R	W
Packwood (R)	R	W	R	W	R	R	R	R	R	R	R
Pennsylvania											
Heinz (R)	R	R	R	A	A	R	R	R	R	R	R
Specter (R)	R	R	R	W	R	W	W	R	R	R	W
Rhode Island											
Chafee (R)	R	W	W	W	W	R	R	R	R	R	R
Pell (D)	R	R	R	R	R	R	R	R	R	R	R
South Carolina											
Hollings (D)	R	R	W	W	R	R	R	R	R	R	R
Thurmond (R)	W	W	W	W	W	W	W	W	W	W	W
South Dakota											
Daschle (D)	R	R	R	W	R	R	R	R	R	R	R
Pressler (R)	W	R	W	W	R	W	W	W	W	W	W
Tennessee											
Gore (D)	R	R	R	A	A	A	A	R	R	R	R
Sasser (D)	R	R	R	W	R	R	R	R	R	A	R
Texas											
Bentsen (D)	R	R	R	W	R	R	W	R	R	R	R
Gramm, Phil (R)	W	W	W	W	W	W	W	W	A	W	W
Utah											
Garn (R)	W	W	W	W	W	W	W	W	W	W	W
Hatch (R)	W	W	W	A	A	R	R	W	W	W	W
Virginia											
Trible (R)	W	W	W	W	R	W	W	W	W	W	W
Warner (R)	W	W	W	W	R	W	W	W	W	W	W
Vermont											
Leahy (D)	R	R	R	W	R	R	R	R	R	R	R
Stafford (R)	R	W	R	A	A	R	R	W	R	R	R
Washington											
Adams (D)	R	R	R	R	R	R	R	R	R	R	R
Evans, Daniel (R)	W	W	W	W	R	R	R	W	A	W	W
Wisconsin											
Kasten (R)	W	W	W	W	W	W	W	W	W	W	W
Proxmire (D)	R	R	R	W	R	R	R	W	R	R	R
West Virginia											
Byrd, Robert (D)	R	R	R	W	R	W	W	R	R	R	R
Rockefeller (D)	R	R	R	W	R	R	R	R	R	R	R
Wyoming											
Simpson (R)	W	W	W	W	W	W	W	W	W	W	W
Wallop (R)	W	W	W	W	W	W	W	W	A	W	W

Teamster Locals Active in DRIVE

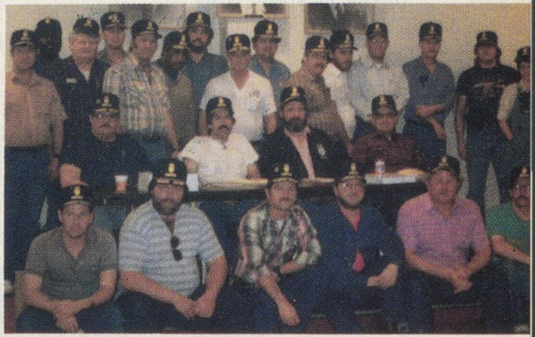
Business Agent Bruce Burkholder (top row, fifth from left) of Local 406, Grand Rapids, Michigan, signed up 100 percent of the members at this UPS center.

Drivers for UPS of Local Union 633, Manchester, New Hampshire, are joining DRIVE with the help of President David W. Laughton and Business Agent Leo Kelly.

UPS Package Car Drivers in Bozeman, Montana, of Local 2 joined DRIVE with the aid of Secretary-Treasurer Jim Roberts and Business Representative Pat O'Donnell.



Local Union 19 in Grapevine, Texas, recently signed up several hundred new members for DRIVE among the employees of Aviall. The effort was headed by Local President Thomas M. Burnette.



Business Agent Ron Sharp of Local 414, Fort Wayne, Indiana, introduced DRIVE to the employees of Complete Auto.

APA Trucking employees of Local Union 229, Scranton, Pennsylvania, signed up to join DRIVE with the assistance of Business Representative Daniel Schmidt (standing).

Black Caucus Holds 12th Annual Meeting

The International Brotherhood of Teamsters National Black Caucus convened a two-day session for more than 150 delegates from around the country last month in Seattle, Washington.

Caucus Chairman Edward "Doc" James, vice president of Local 142, Gary, Indiana, and Co-Chairman Eddie Kornegay, Jr., president of Local 922, Washington, D.C., introduced a host of Teamsters officials.

International Vice President and Western Conference of Teamsters Director Arnie Weinmeister welcomed all delegates and guests to Seattle, and told the delegates how pleased he was that they had chosen the city for their 13th annual meeting.

The degelates' agenda covered many topics ranging from political action, RICO, drug testing, jobs, the 1988 presidential election, and voter registration.

Seattle's Mayor Charlie Royer greeted the delegates and guests, and spoke on many issues, such as child care, the homeless, and investing in job training.

The delegates also heard from the Honorable Charles Smith, the first black to be appointed to the Supreme Court of the state of Washington. Smith applauded the Black Caucus for its "success in championing equal opportunity not only for the Teamster members but also for all working Americans."

City Councilman Norm Rice told the delegates that Americans should have "more economic opportunities and security. The Teamsters have been in the forefront," Rice continued. "They have been the foundation of this country."

Attendees also heard from Congressman Mike Lowry (D-WA), a very good friend of labor, who spoke about tax cuts and the RICO suit that the government filed against the Teamsters. Lowry noted that 90 percent of today's workers are paying more taxes. "The Administration should have more concern for the working men and women in this country," he commented.

Also attending the meeting were General Secretary-Treasurer Weldon L. Mathis, who delivered a hard-hitting speech on RICO. He told the delegates that it is time for all Teamsters to come together in unity and strength.

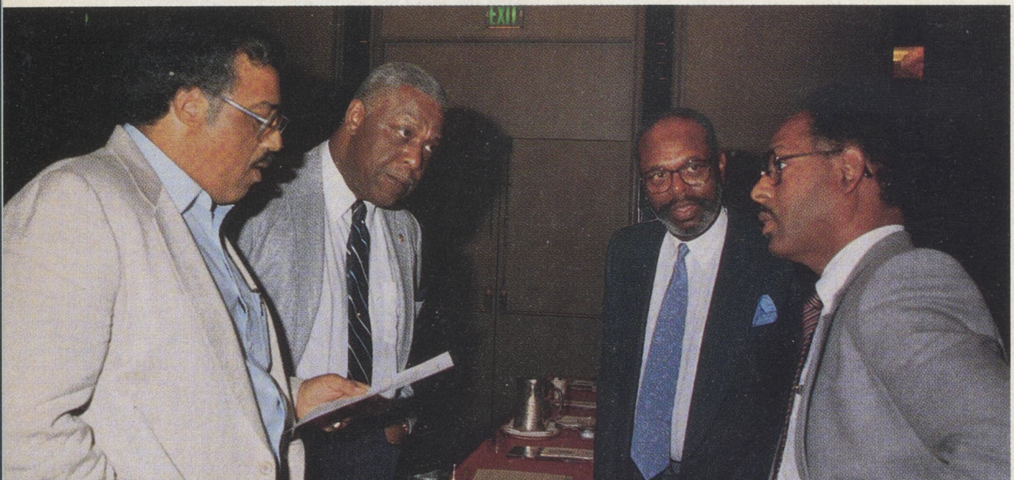
Also speaking to the Caucus were International Vice Presidents Robert Holmes, Edward Lawson, Donald Peters, and Mike Riley; International Vice President and Central Conference Director Daniel Ligurotis; and International Trustees Mitchel Ledet and Ben Leal.

All officers of the National Teamster Black Caucus were elected to another three-year term. Chairman James thanked all the delegates for their continued support. James said the Caucus will continue to expand and build as it sets up new committees and chapters. The first new chapter will be in Atlanta, Georgia.

IBT Legislative Director Dave Sweeney thanked the Executive Board, Conferences and most of all the local unions for their support of DRIVE. Sweeney also praised the Teamster members for making DRIVE the number one PAC in the United States, and stressed that every Teamster should be a registered voter.

Workshop Focuses on Drug Testing Program

Attorney James McCall of the IBT Legal Department conducted



Pictured left to right are: Bob Simpson, president, Local 743, Chicago, Illinois; Chester Glanton, trustee, Local 743; General Organizer Lou Richard; and A.W. Parker, secretary-treasurer, Local 968, Houston, Texas.

Cindy Zehnder of Joint Council 28 urged delegates to get out the vote.

a workshop on Drugs in the Work Place.

This trend of increased mandatory drug testing requires that union officials become more knowledgeable of the issues involved in a drug testing program, so that the rights of employees can be protected and a safe work environment can be assured.

McCall offered an outline to give some direction as to how unions and employers can attempt, where necessary, to contructively resolve substance abuse problems without disregarding the constitutional rights of the employees.

Vice President Arnie Weinmeister, director, Western Conference.

Black Caucus delegates also heard from the Honorable Johnny Ford, mayor of Tuskegee, Alabama, who is president of the World Conference of Mayors. He brought greetings from the mayors around the world, telling Black Caucus delegates that he was "proud to be among the Teamsters again, for we are like family. Jackie Presser was one of my best friends, he was a fighter," he continued. "What he gave to the Teamsters Union will live on forever."

Mayor Ford sent out a challenge to all Teamster members to "rise and go lead this Union, this nation and this world. You have the ability to do this. Make up your mind that you have inherited this Union from your forefathers who built this Union to be what it is today. Fight for your Union, let no one take it away. Send a message to the federal government, tell them you will not let them take over your Union. Flex your muscles, only the strong survive. We must begin to care more about one another, strengthen this brotherhood.

"I come today as a friend of Teamsters everywhere. I challenge you to stand for the high principles of your Union. Teamsters have never turned their backs on anyone. That holds true to this day. Teamsters, remain faithful to your Union. Never give up. Work from within and set your goals high. . . . I look forward to the day when the General President of this Union will become the President of the AFL-CIO," Ford added.

International Trustee Mitchel Ledet.

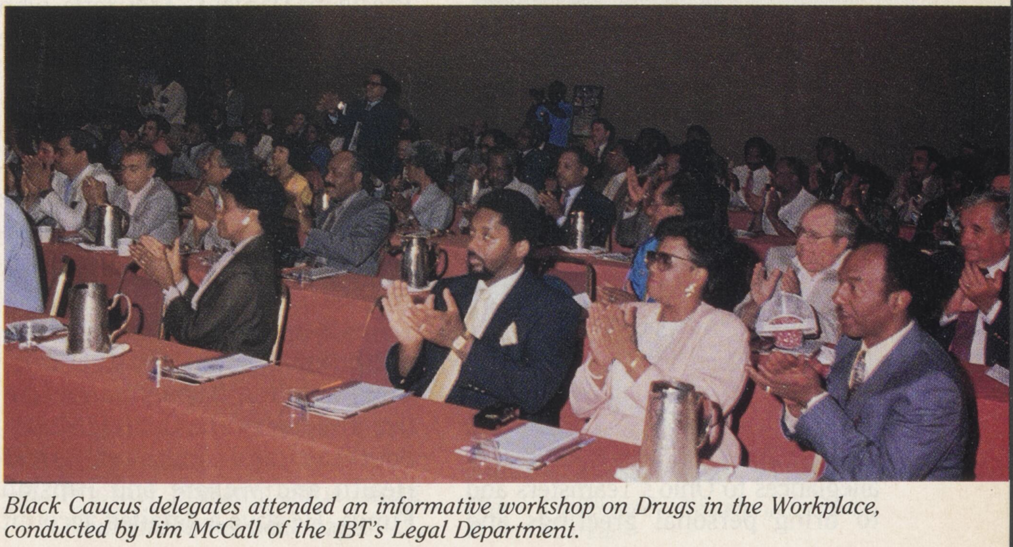
"Trade unions represent all workers in the world. Send a message to both political parties: you will work in the best interest of your workers. The labor movement needs someone in the White House that will be responsive to organized labor.

Teamster Black Caucus Chairman Edward "Doc" James.

"It is important that you get every Teamster member to register to vote. When your members go to the polls, they will vote for friends of labor.

The World Conference of Mayors joins forces with Teamsters around the world to work together. "You can count on us," Mayor Ford concluded.

The Black Caucus delegates participated in an exciting, informative conference. Upon adjourning their meeting, the Caucus delegates pledged their support to the General President and his programs, and to advancing the interests of all Teamsters.

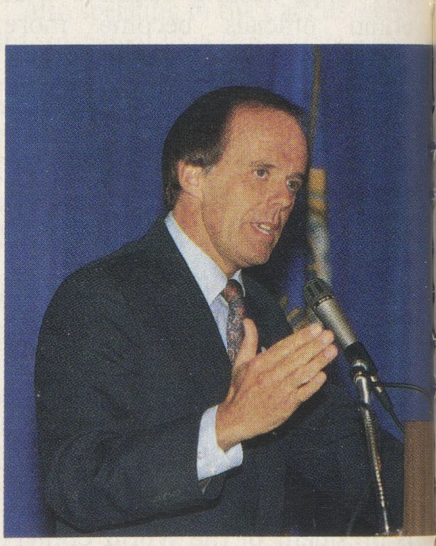


Black Caucus delegates attended an informative workshop on Drugs in the Workplace, conducted by Jim McCall of the IBT's Legal Department.

Blueprint for Progress:

Ohio Conference Holds Annual Session

TEAMSTERS People Helping People
CENTRAL STATES FUNDS



Ohio Lieutenant Governor Paul Leonard.

Marking its 41st statewide meeting, the Ohio Conference of Teamsters (OCT) held its annual conference from August 29–September 2, 1988, in Ohio's capital city, Columbus.

The meeting was called to order by Teamsters International Vice President Harold Friedman, the newly designated president of the Ohio Conference. Ohio Conference Secretary-Treasurer Robert Cassidy gave the official call for the delegates to begin the workshop sessions.

Although General President McCarthy was unable to attend because of a prior commitment, he had sent a special greeting to the delegates which was included in informational packets distributed to all attendees. "Your annual meeting," McCarthy said in the message, "will be a challenge to face the year ahead with renewed determination to improve the quality of life for Ohio Teamsters and their families."

VIPs from all across Ohio found their way to Columbus to renew allegiances to Ohio's Teamsters and to bring personal greetings and messages to the state's foremost labor leaders. Among the scores of high-level visitors representing almost every sector of the state was Ohio Lieutenant Governor Paul Leonard, who also represented state Governor Richard Celeste.

The Lieutenant Governor blasted the U.S. Department of Justice for its "unmitigated hypocrisy" in its lawsuit to take over the Teamsters Union. Bringing the delegates up-to-date on the near-term and long-term policies of the International was Teamsters International Vice President Daniel C. Ligurotis, who was recently named director of the Central Conference of Teamsters. Ligurotis discussed the "rejuvenation of the IBT" and how any changes would reflect a "continuity of the principles which have always guided the Teamsters General Executive Board in its policy-making."

Another guest speaker with in-depth information for the delegates was Ron Kubalanza, executive director of the Central States, Southeast and Southwest Areas Health and Welfare and Pension Funds. He gave a detailed account of the Central States' assets, comparing figures from 1982 to current figures. Kubalanza also revealed that a 13th check for 1988 in the amount of $450.00 is planned by Central States for all participating retirees who took their withdrawal cards prior to the last day of December, 1986.

Another friend and ally of Ohio's Teamsters, Ohio Secretary of State Sherrod Brown, received a warm welcome from the delegates. Secretary Brown heaped praise on the Teamsters for their political activism and awareness.

Political action has been a trademark of Ohio's Teamsters, and their influence can be detected almost everywhere in the state. This influence has naturally had an impact on the Public Utilities Commission of Ohio (PUCO). Bringing that impact to the attention of the conferees, Thomas Chema, PUCO chairman, detailed how Teamster input had been instrumental in developing for Ohio the toughest hazardous waste transportation bill in the nation.

Four IBT department directors had hard-hitting messages for the delegates. IBT DRIVE Department Director Wallace Clements took the podium and left no doubt about the great importance of elections for state general assemblies and the U.S. Congress, as opposed to gubernatorial and presidential elections, which receive the most media attention. Discussing the purpose of the National Labor Relations Board, fair trade, and trucking deregulation was Paul Locigno, director of the IBT Governmental Affairs Department. Locigno reminded the delegates about the urgency of voter registration for all Teamster members, and for their spouses and voting age family members. He pointed out that, so far, the two contenders for the Oval Office in November had "not yet addressed the big issues most important to America's workers."

Teamsters Retiree Housing Department Director John Joyce gave an overview of the Union's retiree/handicapped housing program, a nationwide program involving, to date, $41 million in property and buildings. According to Joyce, "This Union is a leader in confronting the widespread problem of having enough safe and affordable housing for our membership, their families and the general public."

The retiree housing program, the RICO lawsuit, and the urgency of stepping up the Union's organizing received intense consideration, when IBT Communications Department Director Duke Zeller spoke to the delegates. Zeller stated that in the General President's objectives of solving the Union's many pressing problems and moving the organization in the right direction, he would "always be in touch with the 'pulse beat' of the membership....This 'pulse beat' has always been the secret of the Teamsters' success, and it would once again be the driving force for the International."

All guest speakers at the conference had interesting and important messages for Ohio's Teamster leaders. For example, Congressman Edward F. Feighan (D), representing the 19th District of Ohio in the U.S. House of Representatives, and Corwin Nixon (R), Minority Leader of the Ohio House of Representatives, both criticized the Justice Department for filing the RICO lawsuit. Such attacks on the Teamsters and other anti-labor entities in the United States were also condemned forcibly by Senator Harry Meshel (D), Minority Leader in the Ohio Senate. Additionally, Ohio Attorney General Anthony Celebrezze, Jr., and State Treasurer Mary Ellen Withrow, stood before the delegates, offering their support to the Teamsters of the state.

Such support for Ohio's Teamsters is not confined to any one political party or single branch of government. Bipartisan support has been a key to the Conference's success. Proving this point was U.S. Congressman from Ohio Donald E. "Buz" Lukens (R), who told the delegates of his efforts to get Congressional signatures on a letter to former Attorney General Ed Meese, urging him to halt the plan to file the RICO lawsuit. Columbus Mayor Dan "Buck" Rinehart was also on hand, letting the delegates know about his opposition to the RICO lawsuit and about his longtime appreciation of the Teamsters Union and its members.

During the general sessions, a great deal of the delegates' attention focused on politics, and the undeniable connection between the Union's success in representing the membership and its political clout.

However, many other topics pertaining to the day-to-day concerns of Teamster members were also examined closely during the sessions. Discussion of workers' compensation insurance, and the need to update the system took place when Warren Smith, chairman of the Ohio Bureau of Workers' Compensation, addressed the conferees. Another pressing issue, drug

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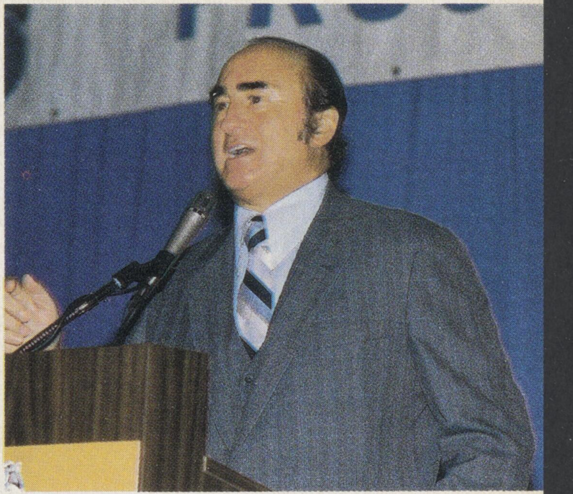

International Vice President Harold Friedman, president of the Ohio Conference of Teamsters.

International Vice President Daniel Ligurotis, director of the Central Conference of Teamsters.

Ohio Conference Secretary-Treasurer Robert Cassidy.

testing, was analyzed by IBT Attorney Jim McCall, who updated the delegates on legal and technical developments surrounding drug testing proposals.

An organization that represents the very soul of the Ohio Conference of Teamsters was well represented at the recent meeting. That organization, the OCT Family Service Bureau, sent its director, Spence Kline, to inform the delegates of the many plans and programs under consideration for members and their families.

With a legislative update from Irwin Silbert, legislative representative for the OCT, and a report from Vince Hickman of the IBT Airline Division, who discussed U.S. Air and the problems caused when it took over Pacific Southwest Air, the delegates had been briefed on almost every subject relevant to representing the members and strengthening the entire International Brotherhood of Teamsters.

In order for the delegates to examine various concerns more closely and on a one-on-one basis, a number of workshops were available throughout the week-long meeting. These workshops included Family Service; Central States Health and Welfare; and Pension Assistance. In addition, OCT trade divisions held separate workshops, including the Beverage, Organizing, Warehouse, Dairy, and Bakery Divisions. The Ohio Contractors Association and the OCT and Industry Health and Welfare Fund sponsored a workshop for information, as well.

Many delegates considered this year's annual conference the most productive and most informative in the OCT's 81–year history. Both OCT President Friedman and Secretary-Treasurer Cassidy advised the delegates to put what they had learned at the meeting to good use back at their home locals, and they thanked the Teamster leaders who attended for their part in making the meeting the success it was.

Teamster Member Recognized in AFL-CIO "Union YES" Competition

AMERICA WORKS BEST WHEN WE SAY...
UNION
YES

Teamster member Marcia Romanosky, a clerk with United Parcel Service in Muskegon, Michigan, was among the semifinalists in the advertising campaign.

The AFL-CIO has announced that a member of the International Brotherhood of Teamsters has been recognized from the hundreds of rank and file union members who applied in hopes of co-starring in a "Union YES" television commercial with Academy Award winner Jack Lemmon.

Marcia Romanosky, a clerk with United Parcel Service from Muskegon, Michigan, was among the 25 semi-finalists representing 13 international unions who were considered to appear in the next phase of the AFL-CIO's "Union YES" television advertising campaign.

Four finalists have been chosen from the group to appear in the commercials scheduled to air during the Summer Olympics. The four were filmed in Los Angeles on August 17. Named as winners were: Marie O'Brien-Brau of the National Association of Letter Carriers-Branch 9 in Minneapolis, Minnesota; Terry Hiller a United Food and Commercial Workers (UFCW) member from Local 876 in Union Lake, Michigan; Oscar Meier a member of Carpenters 1506 in Los Angeles; and Darlene Markiano a member of UFCW Local 881, in Wood Dale, Illinois.

Romanosky, a 12-year member of Local 406, credited her union with insuring that those who had worked longest on the job were guaranteed proper hours. Her winning entry noted that, "I had a hundred percent backing by my union when the seniority system pertaining to work assignments was not followed. A satisfactory settlement was reached." She also said, "it was resolved with union support. They were right there."

Locals across America have used "Union YES" materials to let their memberships and the public know that "America Works Best When We say Union YES!" Teamster locals and state central bodies are currently planning activities to coincide with the extraordinary opportunities presented by the campaign.

International Brotherhood of Teamsters

'88 - '89

SCHOLARSHIPS

FOR HIGH SCHOOL SENIORS

The competition is open to sons and daughters of active, retired, disabled, deceased or recently laid-off Teamster members. Student must be a high school senior, and be in the top 15% of his/her class. Student must submit high SAT or ACT test scores. Student must show financial need. Dependents of union officers or employees may not apply. **The deadline for the completed application is November 30, 1988 and for any other additional requirements February 28, 1989.**

For high school seniors who
are sons and daughters
of Teamster members.

Mail in the form below for your application now!

International Brotherhood Of Teamsters Scholarship Fund

I have read the eligibility requirements above and would like to apply for a scholarship. Please send me an application. After receiving my application, I will complete it and mail it to my Teamster parent's local union.

Name: ____________________

Address: ____________________

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25 Louisiana Avenue, N.W., Washington, D.C. 20001

★ ELECTION '88 ★

Legislative Issues Affect Your Life Every Day

DRUG TESTING

CHILD CARE

PAY EQUITY

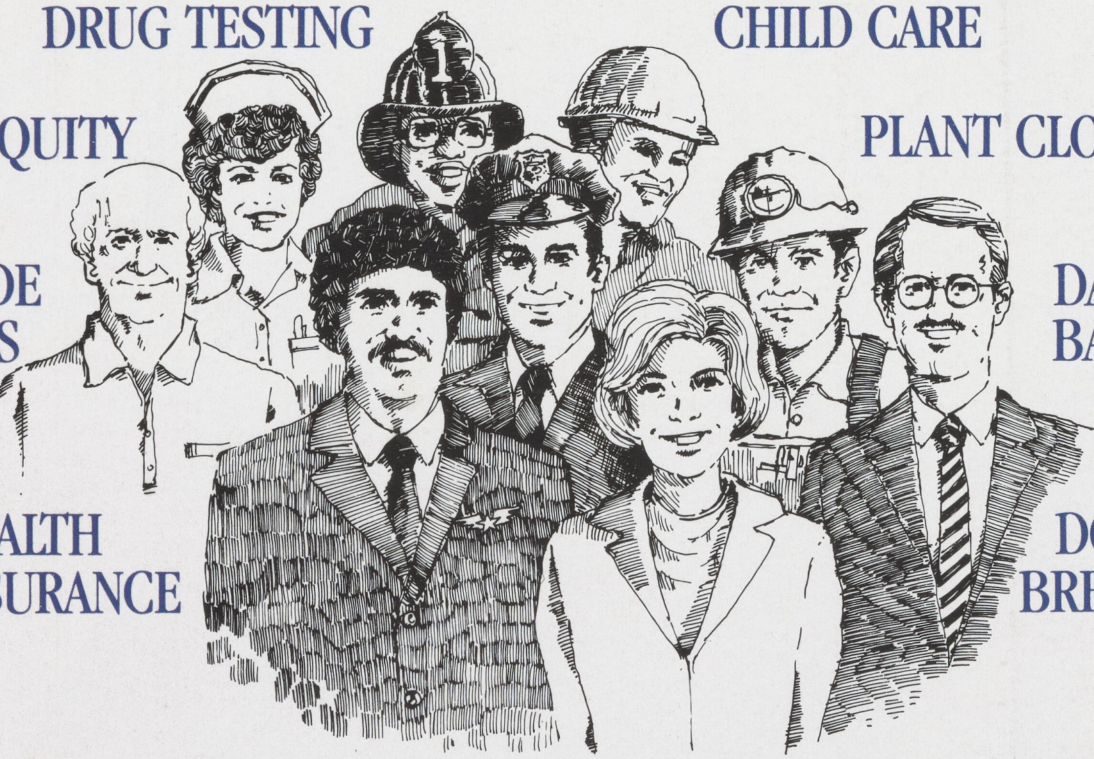
PLANT CLOSING

TRADE BILLS

DAVIS-BACON

HEALTH INSURANCE

DOUBLE-BREASTING



When Workers Vote and Contribute to D.R.I.V.E. ★ We Can Beat Anti-Labor Legislators ★

Democrat Republican Independent Voter Education

Classification ____________ Local Union # ____________ Date ____________

I subscribe, freely and voluntarily, the sum indicated below each week to DRIVE with the understanding that this voluntary contribution may be used by DRIVE for political purposes, including contributions to support candidates for local, state and federal offices. I understand my right to refuse to contribute without reprisal and that the amounts below serve merely as suggestions. I am free to subscribe more, less, or nothing, without benefit or disadvantage.

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[A copy of the DRIVE report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D.C. 20463]. Donation not U.S. tax deductible.

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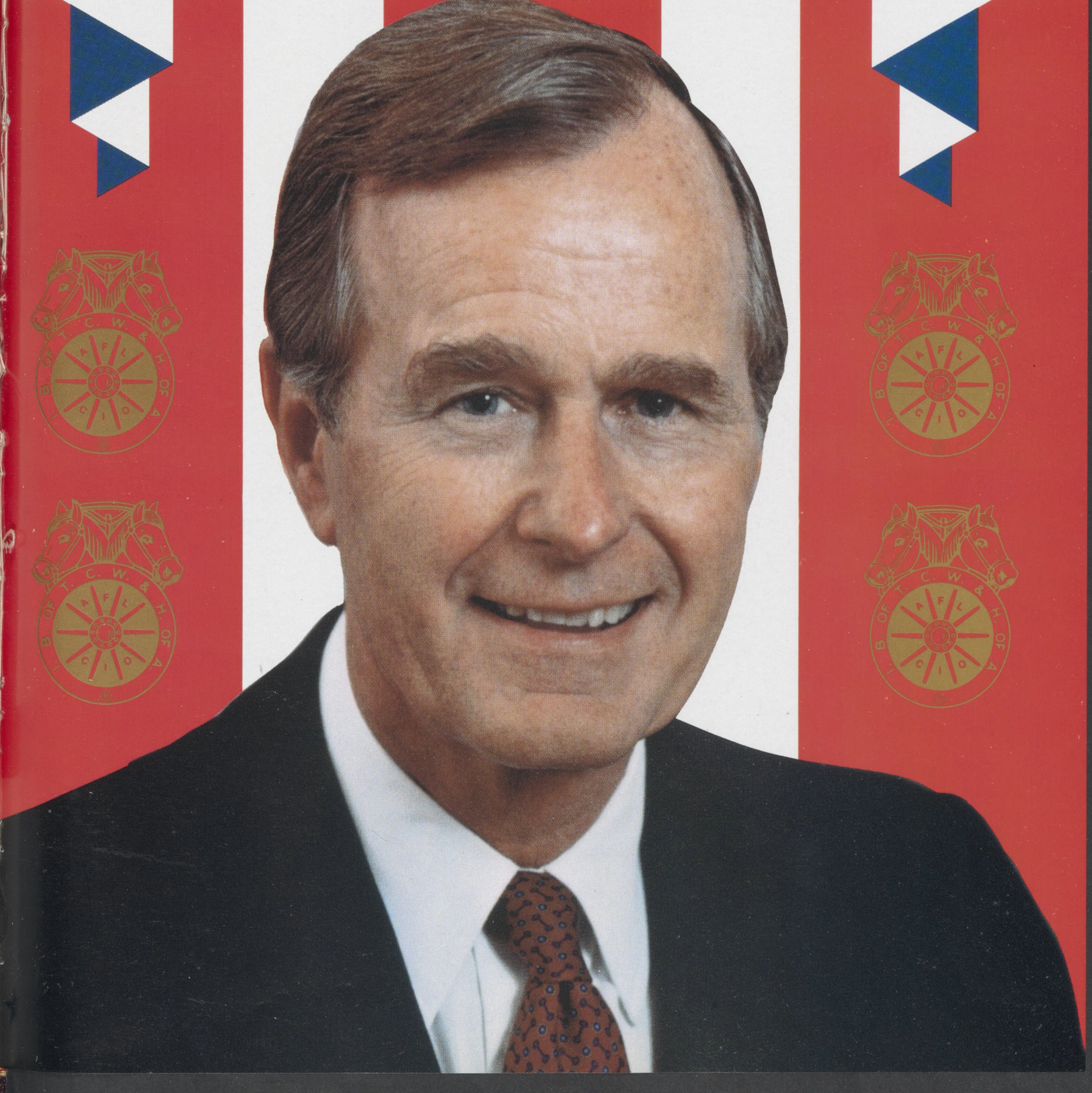
THE INTERNATIONAL
TEAMSTER
NOVEMBER 1988

TEAMSTERS ENDORSE BUSH



THE PRESIDENT'S MESSAGE

On November 8th, we Americans will once again flex our voting muscle in the tradition of government which places ours in that rare company of true democracies.

In actual practice it has worked for over 200 years, and in theory there is no reason it should fail in the next 200 years. Yet the system is endangered by a threat never foreseen by the founding fathers. They fought too hard for the right to participate in their own government to conceive that one day their descendants would have to be urged to participate in theirs.

In the last two decades, American voter response has fallen to shocking levels. Although every citizen is personally affected by the quality and performance of government, a minority of qualified voters has been making the decisions for the majority.

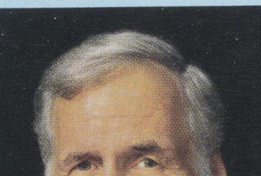
In reality, millions of voters out there *have* dropped out of the electoral process, ignoring their right to vote. And behind that trend are a variety of reasons, ranging from apathy to a lack of clear choice among the candidates, the difficulty of registering, or our failure to seek them out and encourage them to participate.

Despite intensive registration and get-out-the-vote drives, and the fact that massive numbers of new voters and youth between the ages of 18–21 have been brought into the electoral process through voter registration legislation since 1960, we continue to see a decline in the number of voting Americans, even as the population of the nation and the potential ranks of voting age grow in number each year.

If we follow recent tradition, of the 174 million persons the Census Bureau estimates will be 18 years or older on Election Day, little more than half will vote.

Consider that turnout at the polls in the past two decades has been steadily declining. Of the 160.5 million persons age 18 and older, only 86.5 million persons voted for president in 1980—only 52.6 percent of the voting age population, down from 62.8 percent in 1960.

This year the stakes are high. We need political leadership that can work effectively toward solutions to those problems that plague working people. We need strong and decisive policies to deal with the decline of industrial America and the glut of foreign imports. We need a president in the White House, and men and women in Congress, who have the courage and the ability to address the problems of the economy.



William J. McCarthy

The resources and responsibility of the next president and the 101st Congress must be turned to reversing this intolerable situation, if we are to restore America to its former greatness as the industrial giant of the world.

We need tougher trade laws and restrictions on unfair imports.

We need well-funded job and retraining programs at all levels, both to ease the dislocation of workers and to prepare for the 21st century growth industries.

And we need to repeal anti-union legislation and anti-worker regulations that would expose working men and women to the hazards of economic change.

But we won't get what we need through apathy and staying sidelined in the November elections.

Finally, this issue reports on the results of our presidential poll. While the race was close, Vice President George Bush did receive a majority vote from those members who cast ballots. According to the results, Bush received 50.2 percent of the votes over Governor Dukakis's 46.4 percent, with another 3.4 percent of the ballots indicating a variety of other candidates. The tally in many states, admittedly, was too close to call and many members were still undecided when polled.

After careful consideration of these ballot returns, after lengthy discussion and debate, your General Executive Board has accepted the results of the membership preferential poll as an endorsement of Vice President Bush for president in the 1988 elections. This decision was not an easy one to make, nor one undertaken lightly. But, ultimately, the Board concurred with the membership poll that Bush would be the better choice to lead this country for the next four years.

For my own part, I intend to support Vice President Bush in this election. As a lifelong resident of Boston, Massachusetts, I have seen first-hand the failure of the Dukakis Administration in its dealings with labor and the economic issues facing Massachusetts.

In stating my personal choice, I simply believe that it is important to let the membership know where I stand on all key matters, including the presidential race.

Fraternally,

William J. McCarthy

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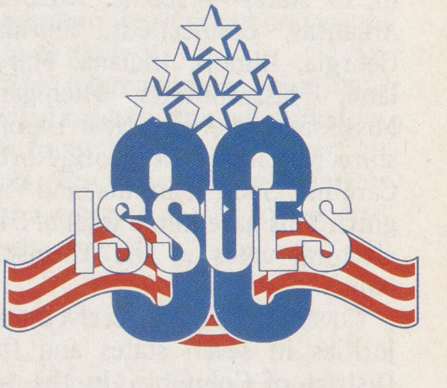

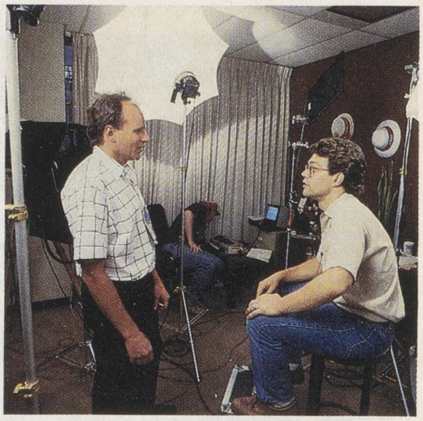

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Members Pick Bush for President!

IBT General Executive Board accepts members' choice of Vice President Bush for President.

Based on the results of the Teamster presidential preference poll, the IBT General Executive Board endorsed on October 17 the membership's choice of Vice President George Bush for president.

According to the survey, Bush was preferred by 50.2% of the members, giving him a nearly 4% lead over Dukakis's 46.4%. Some 3.4% of the ballots indicated other candidates for president.

A total of 21,207 ballots were returned in the survey with 10,654 for Bush, 9,837 for Dukakis, and 716 marked "other" or "undecided."

Vice President Bush received a clear majority of Teamster votes in 19 states—Alabama, Arizona, Arkansas, Connecticut, Florida, Georgia, Illinois, Indiana, Maryland, Massachusetts, Michigan, Mississippi, Nevada, New Hampshire, New Jersey, New York, North Carolina, South Carolina, and Virginia. This gave him a total of 242 electoral votes in the Teamster poll.

Governor Dukakis received majorities in seven states and the District of Columbia. In the remaining states, there were either insufficient results or the results were too close to declare a clear winner.

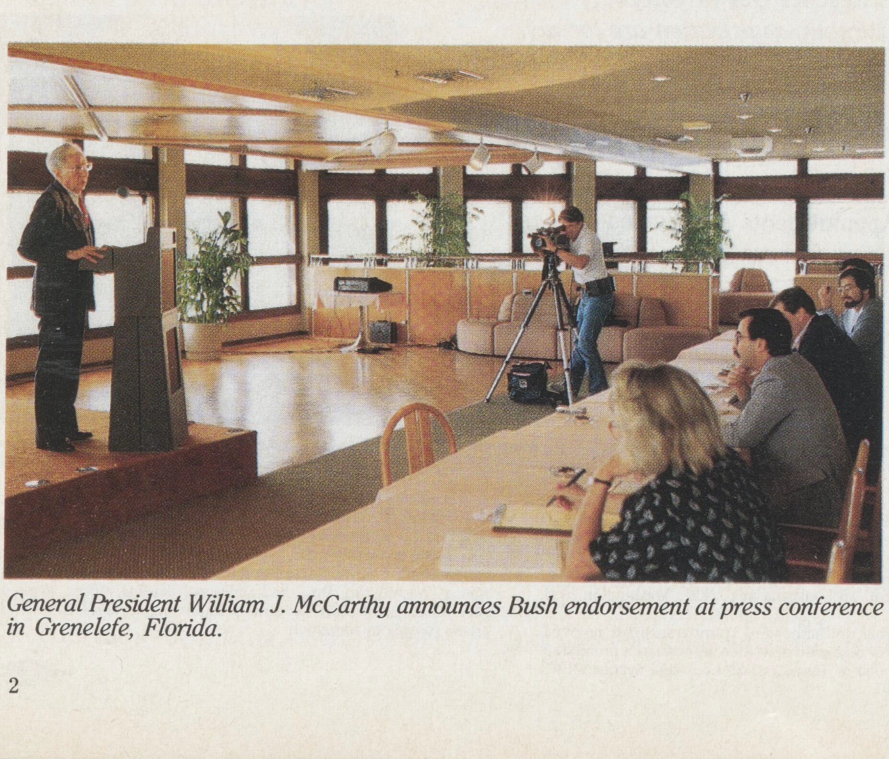
Endorsement Announced At Press Conference

At a press conference held October 17 in Grenelefe, Florida, where the IBT General Executive Board was meeting in regular session, General President William J. McCarthy announced the outcome of the survey and the Board's support of the membership's choice.

"The membership has spoken, and we are endorsing Vice President Bush on the basis of the tally of our survey," McCarthy told reporters at the conference. "We believe he is an honest man, a fair man, and the candidate best qualified to be president." Specifically, McCarthy cited Bush's experience as Vice President, and in world affairs, as key reasons behind the membership's choice.

Noting that the Board "was prepared to go either way" in support of a presidential candidate, "we are giving our support to the Vice President because of the response we got from our members," the General President emphasized. "America comes first," McCarthy stressed, "and we feel Bush will be best for America." He added, however, that the Union would support friends of labor in both the Republican and Democratic parties in the '88 elections, based on their records.

Full details of the Teamster poll results are included in this issue of *The International Teamster*.


General President William J. McCarthy announces Bush endorsement at press conference in Grenelefe, Florida.

Tentative Carhaul Agreement Reached

General President McCarthy emphasizes a point during two-man Committee meeting. Seated (from left) are: Ernie Tusino, co-chair of the National Carhaul Negotiating Committee; International Vice President Walter Shea; Charles Piscitello, Eastern Conference representative; and Merle Kelly, Local 391, Kernersville, NC.

After weeks of talks following the July 27 rank-and-file rejection of a proposed agreement, the Teamsters National Automobile Transporters Industry Negotiating Committee and the National Automobile Transporters Labor Division announced that they had reached tentative agreement on a new three-year contract. The two sides announced the new tentative settlement on September 23, the date of a self-imposed deadline for a new pact.

Teamsters General President William J. McCarthy, who also serves as co-chairman of the union's National Carhaul Negotiating Committee, praised the new agreement. "This proposed contract is a giant step forward for our members in the carhaul industry," McCarthy said. "It would assure our members their well-deserved pay and pension increases as well as job security." McCarthy also announced that the tentative agreement had been submitted to, and unanimously ratified by, the union's two-man committee. The two-man committee is composed of two representatives from each of the union's carhaul locals.

Though details of the new pact were unavailable at press time, General President McCarthy expressed confidence that the rank-and-file would be pleased by the changes in the contract and would vote to ratify it.

The referendum is being conducted by mail with a deadline for returning ballots of October 21, 1988. *The International Teamster* will announce results in the next issue.

Teamster Leaders to Gather in Special Grassroots Session

General President William J. McCarthy has called a special grassroots meeting for representatives of all local unions, joint councils, conferences and divisions on October 28th in Chicago, Illinois.

The one-day session has been set to update Teamster officials about key issues and concerns facing the membership.

"I am calling this meeting," General President McCarthy explained, "to discuss with all delegates where this union comes from, and especially where I came from, and where we together can embark on a future course in the coming months.

"We have experienced some dramatic changes in this International, with the death of a general president and the advent of a new administration," he added. "It is time to bring our local leaders together, to exchange ideas, to answer questions, to discuss problems. I have always believed that the membership is the real strength of this union. As general president, I want to draw upon that strength.

"I feel this meeting is important for every local union and affiliate within the International Brotherhood of Teamsters."

Two delegates from each Teamster affiliate are being asked to attend the October meeting.

Full details of the special session will be provided in the next issue of *The International Teamster*.

Taxation without Representation:

Teamster Member Takes an Airtight Case To Congress in Protest of Unfair Tax

Teamster Ron Robinson (right), presents to (left to right) U.S. Senators Brock Adams (D-WA) and James J. Exon (D-NE) petitions from Truckers Against Nonresident State Taxes with thousands of signatures.

Numerous regulations and taxes are targeted at commercial motor vehicle drivers. One driver—a Teamster—finally took a stand and said, "Enough is enough!" when faced with the prospects of paying the additional burden of nonresident state taxes.

Telling Senator James Exon (D-NE), chairman of the Surface Transportation Subcommittee of the U.S. Senate's Commerce, Science, and Transportation Committee, and other members of the Subcommittee, about a modern version of taxation without representation in the trucking industry was Ronald Robinson, representing Local 690 in Spokane, Washington.

Advised and assisted by the IBT Department of Legislation, Robinson, a driver for a produce company based in Spokane, joined with a number of other expert witnesses on September 16, to testify before the Subcommittee and several U.S. Senators about state taxation of interstate transportation.

Robinson's Own Experience Proved His Point

In the course of his work, Robinson drives in the states of Washington, Idaho, and Montana, but he makes no pickups or deliveries in Idaho, which is only 75 miles wide where he drives across the state's narrow panhandle. Two years ago, the Idaho Tax Commission demanded that Robinson file nonresident tax forms, and ordered him to pay taxes, penalties, and interest dating back to 1980. Robinson told the Subcommittee that one of his co-workers had been "assessed $2,700 by the Idaho Tax Commission, including $1,100 in penalties and interest," but that he, himself, had "not yet been specifically assessed a dollar amount."

According to his formal testimony, Robinson was instrumental in organizing an opposition campaign against the tax—Truckers Against Nonresident State Taxes—on the grounds that the tax was possibly unconstitutional. Robinson said that the tax is now being challenged in the Idaho courts, and that his " 'burden' of nearly $2,000 represents just the tip of the iceberg." Although Robinson's ordeal has not yet been satisfactorily resolved, the Idaho legislature, yielding to considerable pressure, recently passed a bill exempting him and others with similar tax predicaments, from state taxation in Idaho.

The bill, however, left many serious problems unresolved. Robinson informed the Senate Subcommittee that the issue needs immediate congressional attention and action despite the Idaho legislature's one-shot remedy. "There are still serious problems," he said. "One is that the Idaho bill which exempts me may also be unconstitutional. Another is that their legislature could change its mind at anytime."

He also pointed out that, "a total of 35 other states have similar tax laws . . . which may be acted upon at anytime . . . . Compliance with the tax laws of 10 to 20 states would be a nightmare."

The expert Teamster witness presented to the committee several probable scenarios that would convince even the most tax-zealous government official that without federal regulation or enforcement of laws on the books, chaos would be the certain result. Such chaos would eventually destroy companies, if they had to fill out all the necessary forms, keep up with ever-changing tax laws, and conform to the tax whims of 48 separate governments. (Robinson's scenarios applied to the 48 contiguous states of the United States and not to Alaska, Hawaii, or Canada.) His hypothetical scenarios indicated that 48 different taxing authorities would be no better than parasites, which would destroy the host organisms—the truck drivers and the freight companies.

After presenting his formal testimony, Teamster Robinson answered several questions in a brief discussion with Senator Exon and Senator Brock Adams (D-WA). Robinson was only one of a number of experts testifying at the Subcommittee's hearing, and the issue of states' taxation of nonresidents has riled a great many people across the nation.

Testifying along with Robinson were U.S. Senator Bob Packwood, (R-OR); Tom Donohue, president and chief executive officer of the American Trucking Associations, Inc.; James E. Landry, senior vice president and general counsel of Air Transport Association of America; James M. Krunkenhoefer, national legislative director of the United Transportation Union; and many other expert witnesses.

During the hearing, Senator Adams stated that he was "pleased to be able to explore the difficulties that railroad employees and truck drivers face when they are assessed income taxes by numerous states through which they travel . . . . These taxes pose a particular problem for Washington state residents because Washington has no income tax and thus the workers cannot get credit for these taxes in their state of residence."

Because of the number of high-level persons testifying against such state taxation and because of the convincing testimony of experts such as Teamster Ron Robinson, the hearing was judged a successful and important first step in the ultimate goal of achieving a remedy to excessive taxation of Teamster freight drivers and others involved in the movement of interstate commerce.

Teamsters, Sen. Rockefeller Join Forces To Boost Industrial Trades

Teamsters Thomas Brown (left), secretary, Industrial Trades Division, and Grover Marion (right), president, Joint Council 84, Charleston, West Virginia, met recently with U.S. Senator John D. Rockefeller (D-WV) and discussed the reindustrialization of West Virginia and their continuing joint efforts in building the industrial trades division in that state. Their discussion included an outline of a campaign designed to bring more jobs to the state and to increase support for fair trade and the Buy American program.

Soft Drink Conference Locals Map Out Action Plan to Subdue the Giants

The more things change, the more things remain the same. Such as been the case in the North American soft drink industry. Around the turn of the century, the major soft drink manufacturers had to conform to the Sherman Anti-Trust Law and various related regulations and not carve out monopolies for themselves in the American marketplace. As the years rolled by and as enforcement of the law became more and more lax, monopolies have unfortunately emerged once again in the marketplace. Teamster locals with members in the soft drink industry assembled on September 28th and 29th in Chicago, Illinois, to develop a strategy for dealing with these monopolies.

Two of these giant monopolies, Coca Cola Enterprises (CCE) and Pepsi Cola Bottling Group (PBG), have reemerged in the soft drink industry by buying up their formerly independent franchises and have resumed their anti-union ways of yesteryear. Teamster local unions with members in this industry have found themselves, like David, up against a Goliath, when they have been engaged in contract negotiations.

Anthony Rumore president Local 812, Scarsdale, New York, presents plan of action to deal with Pepsico and Coca Cola to delegates.

Former Teamster General Secretary-Treasurer Ray Schoessling.

Only a few years back, soft drink locals sat at the bargaining table with employers that were small, localized franchises, and the deck was not stacked as unevenly against the workers. Now, however, big business, including CCE, PBG, 7–UP, and several other national concerns accounts for roughly 70 percent of all soft drink sales in the U.S.A., and the days of the mom-and-pop bottling and distribution operations are gone. CCE alone currently represents 40 percent of every drop of Coca Cola sold in the United States. Without question, an imaginative, new way of dealing with the corporate giants is needed. So that the soft drink locals could compare notes and weigh the merits of different proposals, the Teamster Brewery and Soft Drink Workers Conference called the important meeting in Chicago.

At the outset of the two-day session, the meeting was conducted by the locals' delegates, all of whom had given serious consideration to the issues being debated. Lenny Moore, vice president of Local 166 in San Bernadino, California, told the other delegates about the experience his local had had with PBG, where the National Labor Relations Board had overturned his local's successful battle in a PBG-inspired decertification election. The NLRB used as an excuse the local's routine use of a camera, which according to the NLRB, "intimidated the members." Moore suggested to the group that soft drink locals nationwide step up their political involvement and DRIVE participation and contact the IBT Department of Legislation about their need for a fairer Labor Relations Board.

Delegate Jim Bohlen, secretary-treasurer of Local 486 in Mackinaw City, Michigan, urged the delegates to develop a consensus and to take action with no further delay, inasmuch as his local had come up against a decertification election, instigated by PBG, even in a traditionally pro-union area of the state. Another call for action came from Bill Gross, secretary-

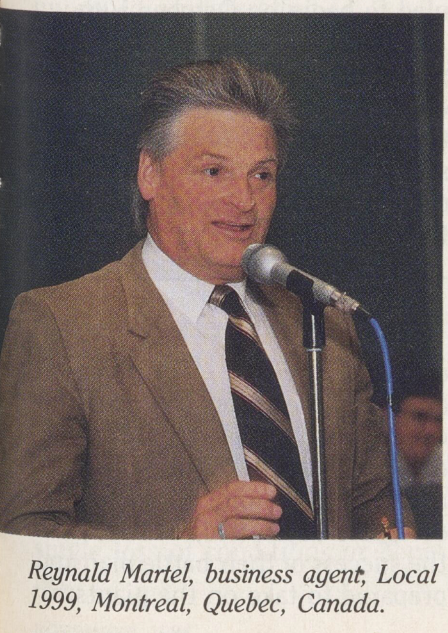
Conference attendees weigh proposals.

treasurer of Local 250, Pittsburgh, PA, who advised that "soft drink committees" for joint councils be established. His proposals to develop a national program were well-received and were endorsed by many of the delegates when they spoke.

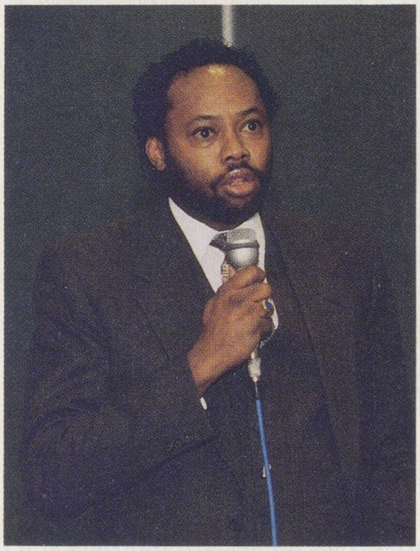
The principal officer of Local 435 in Denver, Colorado, Secretary-Treasurer Michael Nunley, brought word that his local's boycott of Coca Cola was fairly successful, but that his soft drink members needed the assistance of the International in further negotiating.

Other delegates who detailed their locals' experiences included Tim Sullivan, president of Local 142 in Gary, Indiana; Gerald Scott, secretary-treasurer of Local 957 in Orange, CA; John Namey, principal officer of Local 401 in Wilkes-Barre, Pennsylvania; and Chuck Roberts, business agent, Teamsters Local 896 in Los Angeles. Almost without exception, the delegates proposed that a national response be developed and implemented immediately. Most were willing to have an increase in their locals' per capita to help fund the creation of regional committees and a national committee.

Ralph J. Torrisi, Secretary-Treasurer of Local 296 in San Jose, CA, who has had to combat union-busting attorneys hired by the employer during negotiations, advised that action be taken by the Brewery and Soft Drink Workers Conference immediately upon adjournment of the Chicago meeting.



Reynald Martel, business agent, Local 1999, Montreal, Quebec, Canada.



Secretary-Treasurer Michael Nunley, Local 435, Denver, Colorado.

Calling for area "soft drink councils" to be established to implement a methodical, nationwide counterattack against the union-busting corporations was Al Panek, president of Local 162 in Portland, Oregon. PBG has also been riding roughshod over locals in the East, especially in New York. Anthony Rumore, president of Local 810, in New York City, urged the Brewery and Soft Drink Conference to take action before "Pepsico (the parent company of PBG) kicks the life out of us." Rumore commented, "Pepsico recognizes only strength and clout. . . . We need the International, with all soft drink locals acting in unison, to combat Pepsico."

The delegates listened to each others' experiences and recommendations, and as a group, challenged themselves to solving the David vs. Goliath struggle. They reinforced each other with pledges of solidarity and left no stone unturned in their successful strategizing.

The unexpected appearance of former Teamsters General Secretary-Treasurer Ray Schoessling before the gathering of delegates gave the Teamster local leaders a timely boost of morale. Schoessling told the delegates that they were more than worthy of the challenge they had accepted in combating PBG and CCE. He said that the "Brewery and Soft Drink Workers Conference would prevail against the anti-union employers, as it had always done in the past." He wished them Godspeed.

During the meeting, it was also emphasized that continued attention to organizing would be instrumental in countering the assaults of corporate giants, and that organizing other employees of the corporations would be of great value to soft drink locals and their members.

All of the deliberations and debates and the behind-the-scenes discussions led to a consensus on how to combat CCE, PBG, and other monopolistic soft drink com-

Coke Employees at Four Locations Vote Teamster

National Drive to Organize Coke and Pepsi Off to Victorious Start

Local 118 organizing team pictured from left to right are: President Ernest Moyer, Business Agent Charlie Campanella, Secretary-Treasurer John Cantwell, and Vice President Sam Villareale.

During one week in mid-September, four groups of Coca-Cola employees voted to be represented by Teamsters Local 118 in Rochester, New York. These victories came after a close election loss last year in one of the units.

Run for years as a "family" operation, the locations were sold and the new owner changed the working conditions and the way employees were treated. After giving the new owner a year to fulfill his promises, employees decided that the only way to improve conditions was to go Teamster and negotiate a written contract.

The Local's business agents met with employees and showed them that under Teamster contracts in New York and Pennsylvania, employees were making almost twice the wages with far superior pension benefits. Employees were also concerned with seniority, hours, mandatory overtime, vacation schedules, and other working conditions. They were impressed by the way these items were handled in Teamster contracts and wanted the protection of a grievance procedure ending in arbitration.

After a hard fought campaign employees voted overwhelmingly for Teamster representation. The election results were as follows:

Rochester Coca-Cola Bottling Corporation	115 to 8
Rochester Coca-Cola Bottling Corporation, Anderson Paramount Vending	69 to 39
Dansville Coca-Cola Bottling Corporation	12 to 2
Dansville Coca-Cola Bottling, Anderson Paramount Vending	9 to 3

Local 118 President Ernest Moyer, noted that this was the largest successful organizing campaign in the local's recent history. He thanked Eastern Conference Director Joe Trerotola for his assistance and for the assistance of Eastern Conference representative Mike Markowitz, who was very helpful in meeting with Coke employees. Negotiations were scheduled to begin on October 10th.

Organizing Director Vicki Saporta noted that the Teamsters effort to organize Coca-Cola nationally was off to an excellent start. "We expect many other local unions to have similar successes to report in upcoming months."

(Soft Drink Action Conference—continued)

panies. The soft drink locals set up a committee, effective on September 29th, for developing an approach on a national scale. Also recommended were two subcommittees, one for CCE and the second for PBG, to mobilize support and assistance for any locals involved in negotiations, lock-out strikes, or boycot campaigns. The delegates decided that, in the future, the Brewery and Soft Drink Workers Conference must keep on file, copies of all soft drink locals' contracts. In effect, the action plan implements a policy of national cooperation and coordination among all Teamster soft drink locals. The action plan and the resolution were put into effect by unanimous resolution, and the delegates adjourned, confident of the success of their battle plan and prepared to take on the giants.

Tentative Agreement Reached with Signal Delivery

The Teamsters National Signal Delivery Negotiating Committee has reached a tentative agreement with the company and, upon ratification, the first National Signal Delivery Service Agreement will take effect.

Up to now, the approximately 3,000 Teamster members working for Signal had been covered by 15 separate agreements. These agreements provided a wide disparity in wage rates, benefits and working conditions. It was, therefore, determined by the Teamsters National Freight Industry Negotiating Committee that negotiating a national master agreement for Signal Delivery Service was the most viable solution to the problems created by the multitude of agreements.

The Teamsters negotiating committee, under the leadership of Chairman Sam Stintsman and Cochairman R.V. Durham, began negotiations with the company on June 21, 1988, in Nashville, Tennessee. Negotiations became a full-time effort as problem areas were identified and issues were discussed. Of particular concern to the Union side was making sure that all conditions and benefits would be maintained, as well as improved, unilaterally.

Finally, at midnight on September 22nd, a tentative agreement was reached. The settlement provides for a master agreement and five area supplements, which essentially track the National Master Freight Agreement. An Appliance Division Supplement and Truckload Rider were negotiated to cover separate entities of the Company's operation. In summarizing the tentative agreement, the Teamsters negotiating committee was proud to point out that there were no concessions on the Union side. All employees gained without a single loss of conditions or benefits.

As *The International Teamster* goes to press, the agreement, which will expire June 30, 1991, was in the hands of Teamster members at Signal Delivery. Upon ratification, improved conditions and added job security, as well as increased wages, will become reality for Signal Delivery Service employees.

Members of the Teamsters National Signal Delivery Service Negotiating Committee include: Sam Stintsman, chairman; R.V. Durham, Local 391, Kernersville, NC, co-chairman; Jimmy Carrington, Local 667, Memphis, TN; Joseph Cimino, Local 107, Philadelphia, PA; Jerry Cook, Local 528, Atlanta, GA; Rod Mendenhall, Local 174, Seattle, WA; Archie Murrietta, Western Conference of Teamsters; Jerry Payne, Local 413, Columbus, OH; Robert Piccone, Local 340, Portland, ME; and Phil Young, Local 41, Kansas City, MO.

Teamsters Win Dalfort Election

The Teamsters have won a National Mediation Board election to represent approximately 1,300 mechanics and related employees at Dalfort Aviation Services, an offshoot of Braniff International Airways.

The Teamsters defeated the Aircraft Mechanics Fraternal Association (AMFA), an independent group that attempted to raid the Teamster membership.

The Teamsters received 448 votes to 389 for AMFA. There were 12 void ballots and three write-in votes for other unions.

Under the Railway Labor Act, a majority of the 1,185 eligible voters had to vote for union representation in order for the election to be valid.

Dalfort's main bases are at the Dallas-Fort Worth Airport in Texas; and in Chicago, Illinois and Orlando, Florida, where Dalfort acquired Florida Express.

"The victory was a total team effort," said Airline Division Director William F. Genoese.

Genoese reported that the campaign in Texas was spearheaded by President Tom Burnette of Local 19, Grapevine, TX; the Illinois campaign was directed by President Joseph Bernstein of Local 781, Chicago, Illinois; and the Florida operation was handled by President Tony Cannestro of Local 769, Miami, FL. Marvin Griswold and Ray Benning of Local 2707, Los Angeles, CA, went in to speak to the Dalfort workers.

The Airline Division coordinated the campaign, and the International Union used all its resources—including those of the Communications and Legal Departments—on behalf of the workers. International General President William J. McCarthy, who worked with Genoese on campaign strategy, said the campaign was a perfect example of everyone working together.

The mail ballot lasted four weeks, and the International Union sent out flyers and reports during that period to keep the workers informed.

Genoese said there will be meetings of the Dalfort locals in the near future to make sure that all the problems of the members are resolved.

THE INTERNATIONAL TEAMSTER SEPTEMBER 1988
TEAMSTER
BUSH
DUKAKIS
TEAMSTERS
PRESIDENTIAL POLL
BALLOT INSIDE · SEE PAGE 8
TEAMSTER PRESIDENTIAL POLL

Presidentia
Bush Takes

Teamster members, by a close margin, feel Vice President George Bush should be the next president of the United States.

That's the outcome of the IBT's presidential poll, conducted by tear-out ballots mailed to all members in the September issue of *The International Teamster*.

Ballots Show A Close Vote

Directly paralleling voter opinion polls all across the nation, Teamsters' preference between the Democratic and Republican candidates was extremely close. Ballot returns indicated 50.2 percent of the members responding voted for Bush/Quayle, and 46.4 percent named Dukakis/Bentsen as their choice.

There were 21,207 ballot cards returned—more than one percent of the total Teamster membership, a total pollsters say is a good return on a mail survey.

While the deadline was set for September 16, several local unions contacted International headquarters to report that deliveries of their September issues of the magazine had been delayed in the mail and that ballots had not been received in time to vote. To accommodate these members, ballots were accepted through September 30, 1988, allowing approximately five weeks for the cards to be returned.

Of the total 21,207 ballots returned, there were 10,654 ballots indicating Bush/Quayle, and 9,837 ballots showing Dukakis/Bentsen

Preference Poll Results: Lead in Close Race

as the ticket of choice.

While some ballots (3.4%) indicated other tickets ("Jesse Jackson," "Bush/Dole", "Dukakis/Gephardt", etc.), no other candidates received as much as one percent of the total responding.

GEB Endorses Bush for President

After considering the poll results, the IBT General Executive Board—meeting at its regular quarterly session in Grenelefe, Florida, as this issue goes to press—has decided to officially endorse George Bush for president in 1988 (see separate story, Page 2).

Members Urged to Study Voting Records

The October issue of *The International Teamster* carried complete voting records on key labor issues for all members of the U.S. Senate and the U.S. House of Representatives. With all 435 seats in the House, as well as 33 seats in the Senate, at stake in November, Teamster affiliates are urged to consider these voting records in conjunction with their decisions on any endorsement.

In addition to responses on the choice of presidential and vice-presidential candidates, the poll asked Teamster members to indicate issues of the day most important to them. Specific choices included: opposition to the government takeover of labor unions, a balanced budget, the economy and jobs, the trade deficit, foreign policy, and family issues and child care. Far and away, members indicated that "government takeover of unions" was their chief concern.

Poll cards also invited respondents to list optional information concerning their age, sex, job classification, and party affiliation, to help define particular voting blocs among the membership. Nationwide, 14.1 percent of the total workforce are union members.

A detailed analysis of this optional information, including a state-by-state presidential preference, is included in this issue.

From the survey results, it is clear that Teamsters will be joining the rest of the country in taking a close look at the candidates and the issues when they make their choice for president on Election Day this November 8th.

Pollsters are predicting a close race in '88, with neither candidate clearly ahead as Election Day draws near, and the IBT's own presidential survey confirms this outlook.

One thing, however, is clear: this year, perhaps more than any other, every vote will count in the race for president.

Be sure to get to the polls on November 8, and let your voice be heard.

The Real Challenge, The Real Strength

Voting is not only a privilege, but a responsibility.

"Whoever occupies the White House after the next inauguration," Teamsters General President William J. McCarthy has said, "will face enormous problems that seem to have a momentum of their own. The nation's lethal trade deficit, the intolerable budget deficit, the substance abuse epidemic, the growing trend of anti-unionism—all issues Teamster members have indicated are of grave concern—will demand the full attention of the nation's lawmakers and chief executive.

"If, and only if, the nation's leaders for the next four years can put aside personal and partisan interests and dedicate themselves to remedying America's problems," he added, "then the November elections could prove to be a turning point.

"For the sake of the nation and our society," McCarthy emphasized, "the new leaders of the United States must make the elections such a turning point.

"Whatever our party affiliation, whatever our candidate preference, once the election is over we must come together, united and committed, to move this country forward.

"That is the real challenge we face, and the real strength we have as a nation," the Teamster leader stated. "We present our positions, voice our opinions, and air our differences. We argue, we disagree, we debate, and we discuss. But once the die is cast, we come together again, united in our purpose and in our loyalty to this nation."

Economy, Jobs and Taxes Top List of Teamster Concerns

Pocketbook issues are most prominent in the minds of Teamster voters this election season. Responses to the Teamster presidential poll show that union members are making their decisions on whether to support Governor Dukakis or Vice President Bush based on how they view each candidate's position on economic issues.

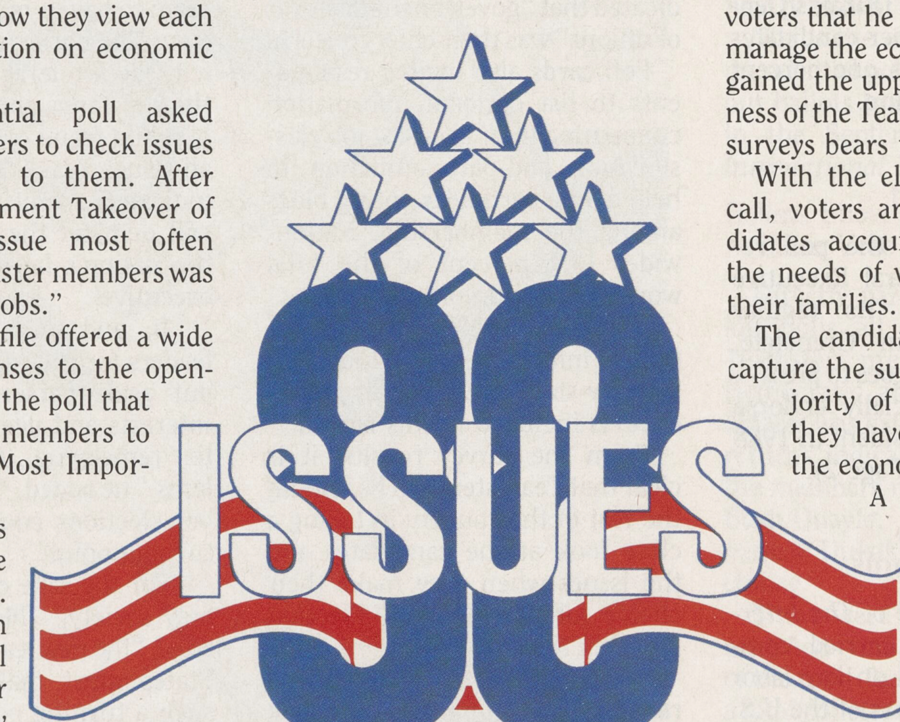
The presidential poll asked Teamster members to check issues most important to them. After "Oppose Government Takeover of Unions," the issue most often checked by Teamster members was "The Economy/Jobs."

The rank and file offered a wide variety of responses to the open-ended section of the poll that asked Teamster members to list the "Issue Most Important to Me."

Social issues frequently were brought up here. As is the case in many national polls, Teamster members are very concerned about the effects that drugs are having on our society and our children. Most Teamsters want stiffer penalties for drug pushers. Some suggested that we go beyond the current rhetoric and get "serious" about the problem.

Working families are also resoundingly expressing their desire for affordable, reliable child care and elderly care options. Working mothers with small children were most vocal in this area.

Retired Teamsters responded in large numbers to their union's presidential poll. A large number asked for a solution to the "notch baby" problem, whereby some retired Social Security recipients receive lower benefits than those born in other years because of the different formulas used to determine benefits. Affordable health care and insurance were also mentioned by many seniors, as well as by a large number of working Teamsters.



Abortion is a divisive issue for Teamster members. Submissions came from both the "right to life" and the "free choice" spectrums of the argument. A large majority, however, asked that government respect the "sanctity" of human life.

Crime and gun control were also mentioned by many Teamsters. The rank and file wants to battle crime with stricter penalties and tougher enforcement. Those raising the gun control issue typically sought protection of their Constitutional right to own firearms.

Many Teamsters are requiring moral and patriotic guidance for the nation from their President.

All of these campaign issues are important; however, barring a major campaign surprise—such as a scandal, serious gaffe, or some other dramatic event—the election for the Presidency turns on the economic issue. Each candidate is trying to convince American voters that he is the best suited to manage the economy. Neither has gained the upper hand. The closeness of the Teamster poll and other surveys bears this out.

With the election too close to call, voters are holding the candidates accountable for meeting the needs of working people and their families.

The candidates have failed to capture the support of a clear majority of Americans because they have failed to confront the economic issue squarely.

A quick look at the state of the American economy, its impact on workers, and the candidates' public statements on these issues offers some insights as to why many voters are reserving their judgement on who to support on November 8.

Conflicting Viewpoints

The economic issue is a complicated one. Some business news is good, some bad. For example, while 30 million new jobs have been created in the last 15 years, the pay of American workers, adjusted for inflation, is the same as it was in 1973. There are new jobs, but, on the whole, the standard of living for workers hasn't improved. We may have more luxuries, but we're going into debt to get them.

Perspective is the bottom line in the economic equation. Those who have benefitted during the current business recovery tend to be positive about the country's economic future and are more likely to support George Bush and the Republicans. Those who have not seen their wages increase or who have had trouble finding decent paying jobs are obviously not as positive about the economy and are more likely to be supporting Michael Dukakis and the Democrats.

The political parties and the presidential candidates are focusing much of their rhetoric on the nature of the nearly 17 million new jobs created since 1982, when the current economic recovery began.

The Vice President argues that the majority of these jobs are "good jobs" and that many are in industries where pay averages more than $22,000 per year. However, a study by the Joint Economic Committee of Congress shows that in the 1980's, employment has declined in manufacturing and other industries that have an average pay of $32,000.

Governor Dukakis says that families are getting "squeezed" and that "all across this country, we see two parents working harder and harder to buy what one income could buy before." The Bush campaign asks voters if they are better off now than they were during the Carter-Mondale Administration. As one retired Teamster who is a Bush supporter suggested: "If it ain't broke, don't fix it."

Unemployment Debated

The candidates are also clashing over the nature of the unemployment problem in America. The nation's unemployment rate of 5.6 percent is the lowest that it has been in a decade. However, as an average figure that is taken across all industries and regions, it masks some of the difficulties that some sectors, areas, and workers have been experiencing.

A look at unemployment by state, type of worker, or industry, reveals stark variations. While some states are enjoying low unemployment rates, such as New Jersey (3.9 percent), Massachusetts (3.3 percent), and North Carolina (3.1 percent), other states have serious problems. Louisiana has an unemployment rate of 10.5 percent, Alaska 8.7 percent, West Virginia 8.8 percent, and Mississippi 7.8 percent.

The official unemployment rate also hides wide differences among the unemployed. Nearly 7 million people are unemployed and currently looking for work in the United States. Another 910,000 are classified by the Labor Department as "discouraged." These people are not included in the unemployment statistics. They have quit looking for work because they think no job is available for them. Another 5.2 million persons are working part-time when they want full-time employment.

More than one-quarter of the

(*Continued on page 14*)

Joint Council 28 Hits 100% In Primary Election

In Washington State's September primary election, Joint Council 28 made 100 endorsements in state and federal races, and each and every candidate who received the Teamster endorsement won. That is an extraordinary 100% record.

The races were not all easy ones, either. Particularly tough was the battle between two popular Democratic Congressmen for an open U.S. Senate seat. Joint Council 28 came out early for Congressman Mike Lowry. It committed money and volunteers to his campaign. Eventually Lowry won, in an election that up until the very end was considered too close to call.

What is behind Joint Council 28's success? Under the direction of International Vice President and Joint Council 28 President Arnie Weinmeister, and Joint Council 28 Coordinator Cindy Zehnder, the Council has been gearing up their political activities for the past two years. Their goal has been to ensure that Teamsters would deliver not only money, but also the votes. Their program has included an all-out voter registration drive, direct involvement in political campaigns, extensive communication with members about the issues, a get-out-the vote campaign and, of course, campaign contributions from DRIVE.

There is still a lot of hard work and tough races ahead for Joint Council 28. Washington State has more open races for state and federal office than at any time in recent memory. This unprecedented changing of the guard holds much promise for bringing into office a new generation of political leaders dedicated to the cause of working men and women, if they can be elected.

As President Weinmeister pointed out in a message of congratulations to the membership, "The battle is not yet won. There is still a general election ahead of us and it will take all of our energy, resources and more to maintain our successful record."

unemployed have been out of work for between five and 14 weeks. One in eight have been seeking work between 14 weeks and one-half year. Another one in eight have been looking for a job for more than half a year.

Two American Economies

A study recently prepared by the Joint Economic Committee and released by Representative David R. Obey, (D-Wisconsin), shows that the American economy is increasingly becoming divided into two sectors—a "bicoastal" region that includes California on the west and the eastern seaboard, areas that are thriving, and the "heartland," which is stagnating. The report shows that in 1987 personal income grew by an average of 3.9 percent in the bicoastal states and by only 1 percent in the nation's heartland.

Increases in family income have also varied widely across different earnings brackets. More than 90 percent of Americans have seen average family income grow by less than the national average. The top 10 percent has seen a 27.4 percent increase, the top 1 percent a 74.2 percent increase.

In their campaign appearances, George Bush focuses on the overall indicators of a strong economy, Michael Dukakis concentrates on the troubling details.

An old political adage goes as follows: the ballot box sits beside the bread box; if you don't put any votes in the one, you won't have any bread in the other.

This is the challenge that faces American workers as the election nears. Teamsters have clearly stated what they want from the next resident of 1600 Pennsylvania Avenue—good jobs, a balanced economy, sensible trade policies, no tax increases, and a government that balances its budget just like every American family must. If workers are going to fill this bread basket of demands, they must go to the polls and register their votes on the minds of the political leaders of the United States.

POLL RESULTS

Last month over 21,000 members of the International Brotherhood of Teamsters voted in a straw poll on the 1988 presidential candidates. The results were intensely close between Vice President George Bush and his opponent Massachusetts Governor Michael Dukakis.

The poll results, which closely matched national polls, were analyzed after more than a month of balloting within the Teamsters' membership. In all, 21,207 ballots were returned to IBT headquarters.

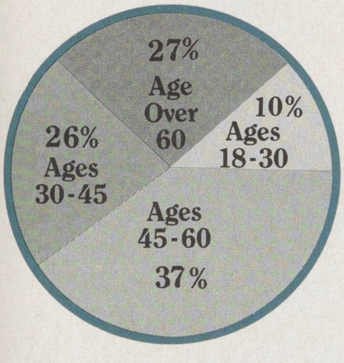
While results were returned from all 50 states, it was determined that too few ballots were returned for the results to be conclusive in some states, with virtual ties existing in others (see map, pages 16 and 17).

In addition to presidential preference, the Teamster poll also asked members to indicate which of the number of issues would be important factors in their decision making on November 8th. Although the ballots were "blind," in that anonymity was requested, respondents were also given an opportunity to indicate their age, sex, and political affiliation.

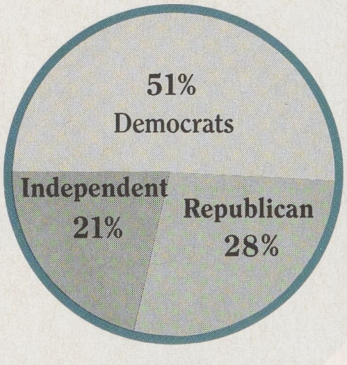
"While the election for president was very close this year, it was clear that, from the Teamsters who responded, there is very strong opposition to the government takeover of any union. Also, it was obvious from our poll results that the membership is greatly concerned about economic issues and jobs," Teamsters' General President McCarthy noted after the tally. Nearly 90 percent of all respondents checked off or indicated the takeover issue as a major concern to them in this election year. Rankings of other Teamster issues and the results of the poll are indicated below.

'88 TEAMSTER POLL RESULTS

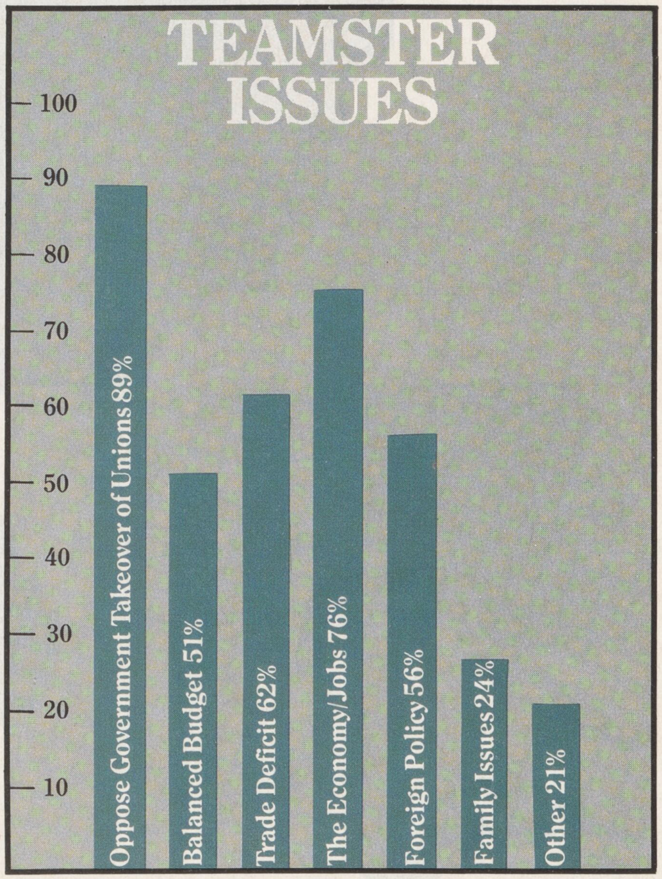
BUSH	**50.2%**	10,654
DUKAKIS	**46.4%**	9,837
OTHER	**3.4%**	716
	TOTAL	21,207



Age of Respondents



Party Affiliation



OTHERS MOST OFTEN MENTIONED

1. JESSE JACKSON
2. RON PAUL
3. ROBERT DOLE
4. MARIO CUOMO

'84 TEAMSTER POLL RESULTS

REAGAN	**53.6%**	13,851
MONDALE	**43.3%**	11,189
UNDECIDED	**3.1%**	801

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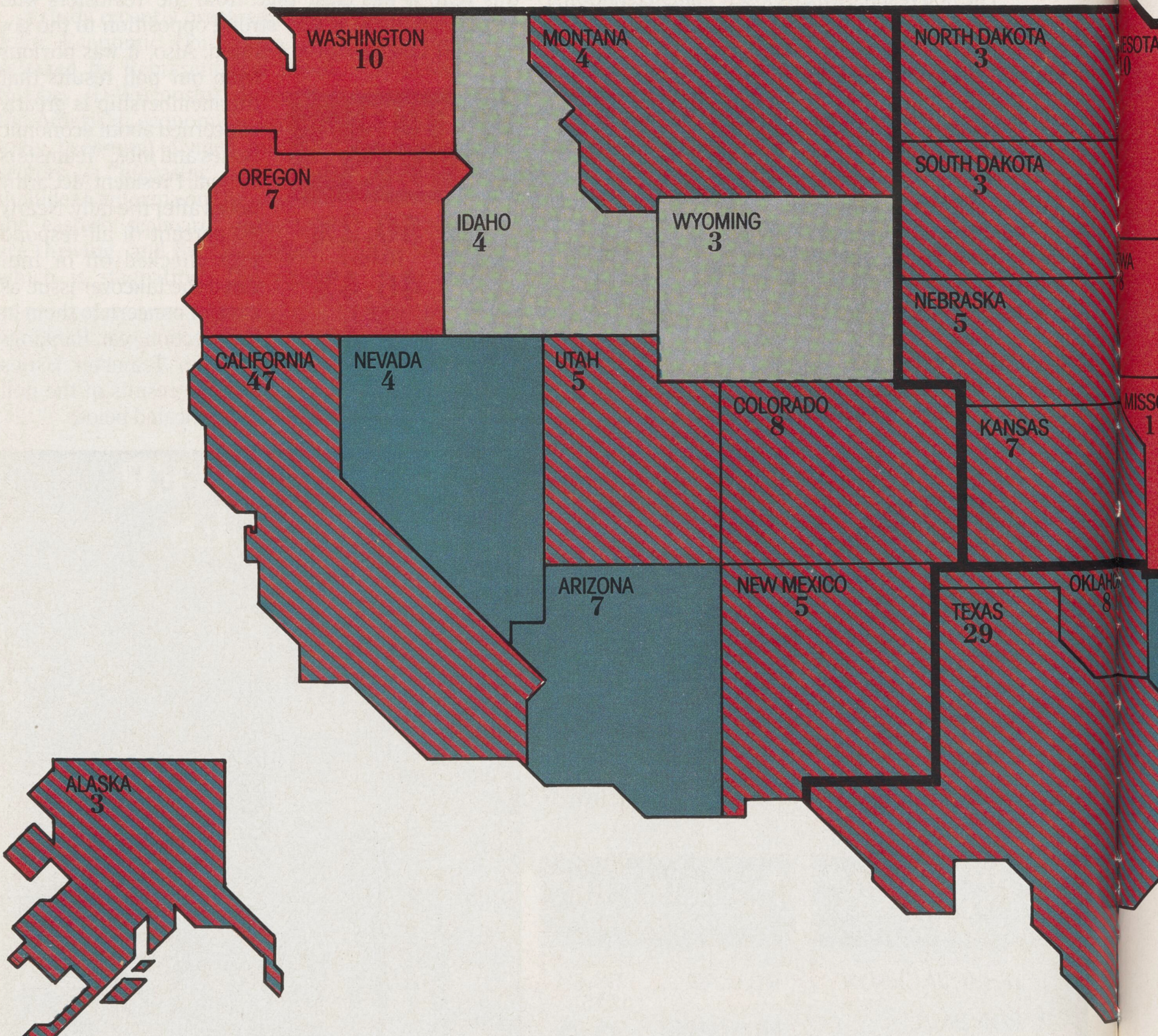
WASHINGTON 10
MONTANA 4
NORTH DAKOTA 3
ESOTA 0
OREGON 7
SOUTH DAKOTA 3
IDAHO 4
WYOMING 3
WA
NEBRASKA 5
CALIFORNIA 47
NEVADA 4
UTAH 5
COLORADO 8
MISSO 1
KANSAS 7
ARIZONA 7
NEW MEXICO 5
OKLAH 8
TEXAS 29
ALASKA 3
HAWAII 4

DETIAL PREFERENCE POLL ★

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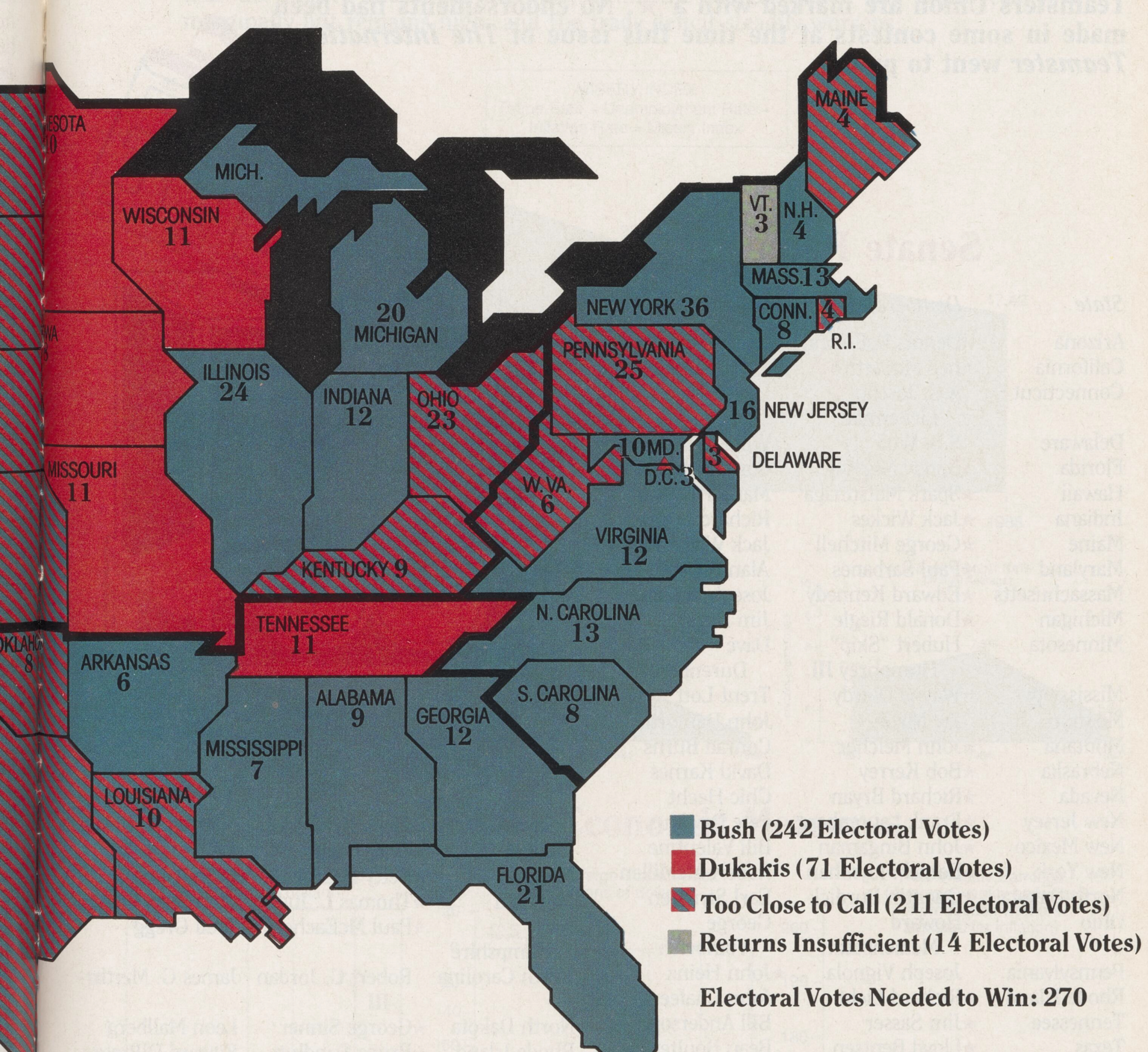


MAINE 4
VT. 3
N.H. 4
MASS. 13
CONN. 8
4
R.I.
NEW YORK 36
16 NEW JERSEY
10 MD.
3 DELAWARE
D.C. 3
PENNSYLVANIA 25
MICH.
20 MICHIGAN
WISCONSIN 11
ESOTA 10
WA
ILLINOIS 24
INDIANA 12
OHIO 23
W. VA. 6
VIRGINIA 12
KENTUCKY 9
MISSOURI 11
TENNESSEE 11
N. CAROLINA 13
S. CAROLINA 8
OKLAHO 8
ARKANSAS 6
ALABAMA 9
GEORGIA 12
MISSISSIPPI 7
LOUISIANA 10
FLORIDA 21

- **Bush (242 Electoral Votes)**
- **Dukakis (71 Electoral Votes)**
- **Too Close to Call (211 Electoral Votes)**
- **Returns Insufficient (14 Electoral Votes)**

Electoral Votes Needed to Win: 270

The 1988 Elections

The following list is of Democratic and Republican candidates running for Senate seats and gubernatorial positions across the United States. Those endorsed by the Teamsters Union are marked with a ★. No endorsements had been made in some contests at the time this issue of *The International Teamster* went to press.

Senate Races

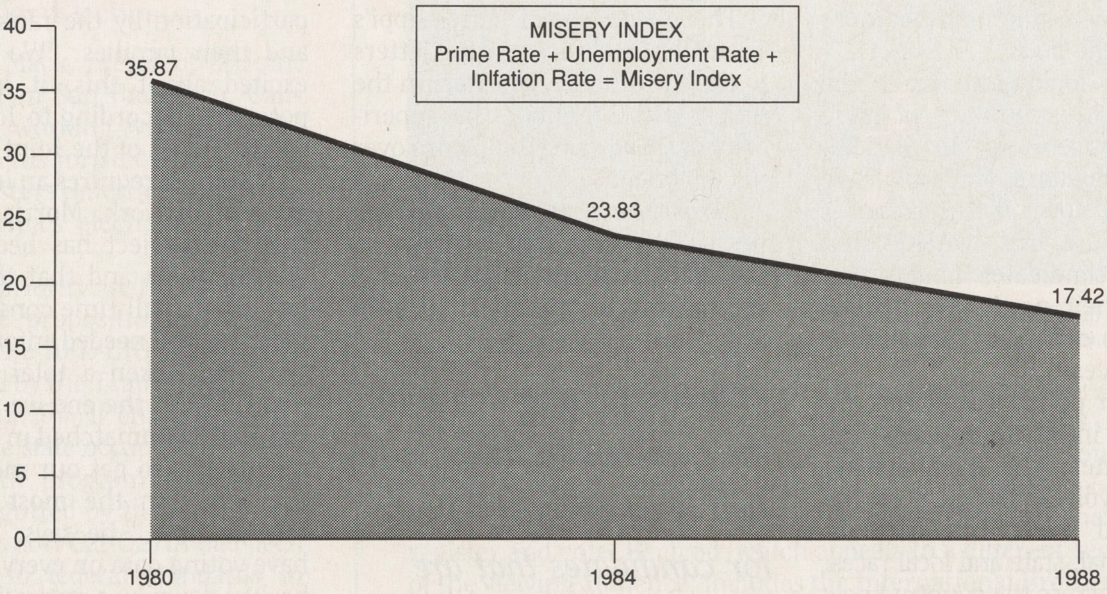
State	*Democrat*	*Republican*
Arizona	★Dennis DeConcini	Keith DeGreen
California	★Leo McCarthy	Pete Wilson
Connecticut	A.G. Joseph Lieberman	Lowell Weicker
Delaware	S.B. Woo	William Roth
Florida	★Buddy MacKay	Connie Mack
Hawaii	★Spark Matsunaga	Maria Hustace
Indiana	★Jack Wickes	Richard Lugar
Maine	★George Mitchell	Jack Wyman
Maryland	★Paul Sarbanes	Alan Keyes
Massachusetts	★Edward Kennedy	Joseph Malone
Michigan	★Donald Riegle	Jim Dunn
Minnesota	Hubert "Skip" Humphrey III	Dave Durenberger
Mississippi	★Wayne Dowdy	Trent Lott
Missouri	Jay Nixon	John Danforth
Montana	★John Melcher	Conrad Burns
Nebraska	★Bob Kerrey	David Karnes
Nevada	★Richard Bryan	Chic Hecht
New Jersey	★Frank Lautenberg	Pete Dawkins
New Mexico	★John Bingaman	Bill Valentine
New York	★Daniel Moynihan	Robert McMillan
North Dakota	★Quentin Burdick	Earl Strinden
Ohio	★Howard Metzenbaum	George Voinovich
Pennsylvania	Joseph Vignola	★John Heinz
Rhode Island	★Richard Licht	John Chafee
Tennessee	★Jim Sasser	Bill Anderson
Texas	★Lloyd Bentsen	Beau Boulter
Utah	Brian Moss	Orrin Hatch
Vermont	Bill Gray	★Jim Jeffords
Virginia	★Charles Robb	Maurice Dawkins
Washington	★Mike Lowry	Slade Gorton
West Virginia	★Robert C. Byrd	Jay Wolfe
Wisconsin	★Herbert Kohl	Susan Engeleiter
Wyoming	★John Vinich	Malcolm Wallop

Governors Races

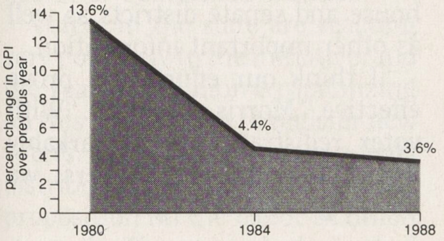
State	*Democratic*	*Republican*
Delaware	★Jacob Kreshtool	Michael N. Castle
Indiana	★Evan Bayh	John M. Mutz
Missouri	★Betty Hearnes	John Ashcroft
Montana	★Thomas L. Judge	Stan Stephens
New Hampshire	★Paul McEachern	Judd Gregg
North Carolina	Robert G. Jordan III	James G. Martin
North Dakota	★George Sinner	Leon Mallberg
Rhode Island	★Bruce Sundlun	Edward DiPrete
Utah	★Ted Wilson	Norman H. Bangerter
Vermont	★Madeleine M. Kunin	Michael Bernhardt
Washington	★Booth Gardner	Bob Williams
West Virginia	★Gaston Caperton	Arch A. Moore, Jr.

Teamsters Update the Misery Index

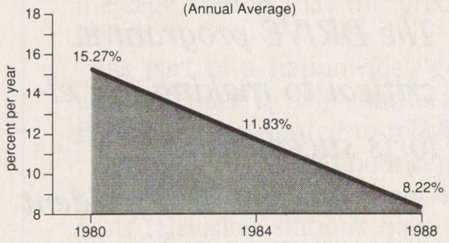
Since 1976 *The International Teamster* has printed the so-called "Misery Index" for every presidential election. The Misery Index has been used by economists and consumers alike, and represents the prime rate plus the unemployment rate plus the inflation rate. From the charts below we can see that the Misery Index has declined, while the budget deficit has improved marginally but remains high, and the trade deficit steadily worsens.



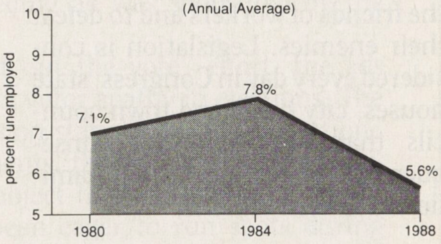
ANNUAL RATE OF INFLATION



PRIME RATE CHARGED BY BANKS
(Annual Average)

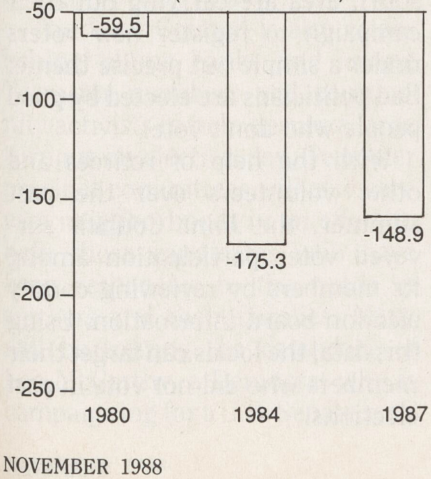


UNEMPLOYMENT RATE
(Annual Average)

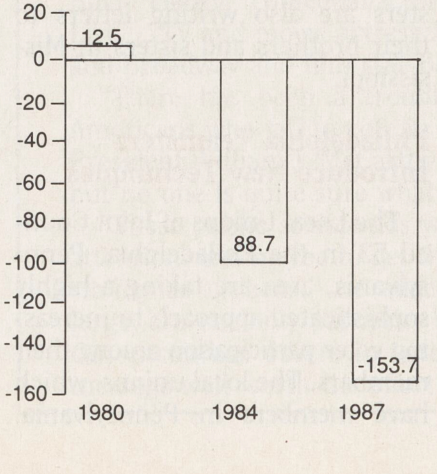


. . . And Other Economic Measures

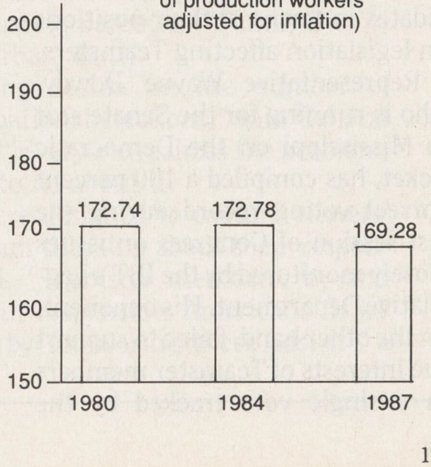
The Federal Budget Deficit
(billions of dollars)



The Foreign Trade Deficit
(billions of dollars)



Real Weekly Earnings
(Average weekly earnings
of production workers
adjusted for inflation)



DRIVE "Looking to Make the Difference"

America's Largest Political Action Committee Reaches Out to Voters

DRIVE, America's largest political action committee, is reaching out to voters this election season in an effort to register new voters and to get more people to the polls.

"We are looking to make the difference in a number of close contests," according to General President William J. McCarthy. "We are getting down in the trenches to make sure that workers cast ballots for candidates that are sensitive to their needs. The DRIVE program is critical to making our efforts successful."

Teamster political activities are under way in precincts across the United States. The members are getting involved not just in the presidential race, but also in congressional, state and local races. Teamsters across the country know that it is vitally important to help the friends of workers and to defeat their enemies. Legislation is considered every day in Congress, state houses, city halls, and town councils that has important consequences for workers, their families, and their unions.

Mississippi Senate Race Important to Teamsters

In the state of Mississippi, an important U.S. Senate race offers sharp contrasts between two candidates in terms of their positions on legislation affecting Teamsters.

Representative Wayne Dowdy, who is running for the Senate seat in Mississippi on the Democratic ticket, has compiled a 100 percent correct voting record during the last session of Congress on issues closely monitored by the IBT's Legislative Department. His opponent, on the other hand, failed to support the interests of Teamster members in a single vote tracked by the Union. These votes included measures involving foreign trade, labor laws, retiree issues, and union busting.

The members of Mississippi's Teamster locals are writing letters to their brothers and sisters in the union that highlight the superiority of Dowdy's voting record over his opponent's.

Across the state border in Tennessee, the Teamster members in the three local unions in Memphis are helping in the effort to keep the U.S. Senate in the hands of a majority that understands the needs of workers. The Tennessee Teamsters are also writing letters to their brothers and sisters in Mississippi.

> *"We are getting down in the trenches to make sure that workers cast ballots for candidates that are sensitive to their needs. The DRIVE program is critical to making our efforts successful."*
>
> *—General President William J. McCarthy*

Philadelphia Teamsters Introduce New Techniques

The Local Unions of Joint Council 53 in the Philadelphia, Pennsylvania, area are taking a highly sophisticated approach to increasing voter participation among their members. The local unions, which have members in Pennsylvania, New Jersey, and Delaware, are using a combination of county registration lists and TITAN membership lists to encourage voter participation by the rank and file and their families. "We are very excited about this, it has great potential" according to John Morris, president of the Joint Council.

The effort requires an incredible amount of work. Morris explains that the project has been under way for years and that the union has hired a full-time consultant to generate the needed information.

"It has taken a total commitment, but in the end we will have the ability, unmatched in the labor movement, to get our message to the voters in the most effective way possible," he says. "We will have voting data on every member broken down by congressional district, city council district, and state house and senate districts as well as other important information.

"I think our efforts will prove effective," Morris concludes. "With voter registration so remarkably low among union members, we have a great deal to gain."

St. Louis Teamsters Target Nonvoters

The Teamster members of Joint Council 13 in the St. Louis, Missouri, area are carrying out their campaign to register new voters under a simple but precise theme: Bad politicians are elected by good people who don't vote.

With the help of retirees and other volunteers over the past summer, the Joint Council surveyed voter participation among its members by reviewing county election board information. Using this data, the locals can target their members who did not vote in past elections.

"The campaign has been very successful," according to Matt Abboud, who is working with the Joint Council to complete the effort. Voter registration has increased and the Joint Council is now focusing on efforts to turn out the vote on election day.

California Teamsters Prepare for Election

Chuck Mack, president of Joint Council 7 in San Francisco, California, is working with the local unions in his jurisdiction to make the Teamsters Union a pivotal force in California's elections this November.

A top priority in his state is a state-wide proposition sponsored by the state AFL-CIO and heavily supported by the Teamsters Union. Proposition 97, if enacted, would restore the state occupational safety and health program (Cal-OSHA) that was gutted by the state's current governor. Cal-OSHA had been superior to federal standards in protecting the workplace safety and health of California's workers.

Voters in the state are reacting very positively to the initiative, and the Teamsters Union is capitalizing on this momentum to register new voters. Teamster business agents distributed the petition to get the proposition on the ballot to union stewards. The stewards then asked the members to sign the petition. Since only registered voters could join in the petition, the stewards were able to use the issue as a way to sign up new voters.

The Joint Council is also establishing phone banks and asking Teamster members and community activists to help ensure a large turnout on election day. Teamster precinct committees will also canvass neighborhoods in an effort to help those candidates who have been responsive to the needs of workers and their families. Many will be touting the candidacy of Leo McCarthy, a Democrat who is campaigning for a U.S. Senate seat.

Teamsters Urge TV Viewers To "Get Out the Vote"

Actress Justine Bateman ("Family Ties") prepares for the filming of her public service announcement encouraging Americans to register and vote.

Teamsters took to the airwaves in recent weeks, sponsoring a number of televised public service announcements (PSAs) that urged citizens to vote in the November elections.

The 30–second TV spots feature a variety of Hollywood and television celebrities who deliver a straightforward message: register and vote. Each ad, which appeals to a different segment of the viewing audience, includes the International Brotherhood of Teamsters' name and logo at the conclusion, with a narrated message stating that the preceding ad was sponsored by the IBT.

As part of a nationwide "get out the vote" effort, the ads were intended to help counteract voter apathy in elections. The PSAs were distributed to television stations across the nation.

As public service announcements, the ads—unlike commercial advertisements—are not subject to placement fees. In the past, television stations have been eager to run spots during peak campaign weeks which encourage voter participation, especially when celebrities are featured.

Of the celebrity spots offered, Teamsters selected four with a wide range of appeal and audience identification. "Get out the vote" messages sponsored by the IBT feature comedian Buck Henry, comedian/actor Al Franken ("Saturday Night Live"), TV and movie actress Justine Batemen ("Family Ties"), and Broadway and film star Barbara Rush.

"There has been a troubling decline in the number of Americans who fail to vote in national elections," said General President William J. McCarthy. "Everyone realizes the problem, but no one is quite sure what to do about it.

"These public service ads were designed to capture viewers' attention, and maybe to get them thinking about their responsibility as citizens," he added. "Teamster members, by and large, are not only patriotic, but responsible Americans. If we can encourage others to vote by sponsoring these ads, it's a message well worth the effort."

Local 391 Celebrates 50th Anniversary

The Teamster members of Local 391, which is located in Kernersville, North Carolina, celebrated the 50th anniversary of the founding of their union on Saturday, October 1, 1988.

Festivities began with a tour of Local 391's headquarters building, which houses its administrative and meeting facilities.

Following the tour, national and area leaders addressed the Local's members and guests. Speakers included Teamster General Secretary-Treasurer Weldon L. Mathis, state AFL-CIO President Christopher Scott, and Democratic Representative Stephen L. Neal of North Carolina's 5th congressional district.

Honored Guests

Honored guests included the Local's retired members who were instrumental in the union's proud history of progressive labor-management relations over its first 50 years. Former and present representatives of management were also on hand to pay tribute to the union.

A barbecue picnic was held on the local's grounds under a large tent erected for the occasion. Door prizes were given away and a country and western band entertained the 3,000 people who attend the celebration.

Local 391 has grown from its inception to become one of the larger locals in the International Brotherhood of Teamsters, the largest union in the AFL-CIO. Representing over 9,000 workers today, Local 391 is the largest local union in the state of North Carolina.

The members of Local 391 work in diverse occupations for a variety of employers including freight (Roadway Express, Pilot); carhaul (Leaseway, Motor Convoy); manufacturing (Gilbarco); brewing (Stroh, Miller); parcel delivery (United Parcel Service); and miscellaneous industries (American Bakeries, Alumax, Canteen, and Chemical Leaman Tank Lines).

A Proud History

In 1938, drivers for Southern Oil Transport in High Point, North Carolina, struck to gain a labor contract with their employer. Just three years earlier, the Congress passed and President Franklin D. Roosevelt signed into law the Wagner Act, which guaranteed the right of a worker to join the union of his or her choice and to bargain collectively with an employer. Despite the federal law, employers in North Carolina had little regard for workers' collective bargaining rights.

The drivers were persistent, however, because they were earning only $8.33 for a 400–mile run from Wilmington to High Point to Charlotte to Fayetteville. The owners of Southern Oil Transport also operated Atlantic States Motor Lines, a High Point Carrier that serviced the Eastern Seaboard. A joint organizing effort of the drivers of the two companies brought 26 members into Local 391, which was granted a charter on July 23, 1938, by the International Brotherhood of Teamsters, Stablemen and Helpers of America (AFL).

World war loomed on the horizon as Local 391 opened its doors. Although the Local's activities were disrupted by the war effort—many truck drivers served in the transportation corps of the United States Army—the Local added nearly 400 members to its ranks by the end of the war.

By the 1950's, Local 391 grew to become the largest union local in the state, with members from Winston-Salem to the Atlantic Coast in Wilmington. In 1963, construction was completed on a new union headquarters and the Local launched the *Voice of Local 391*, the union's official publication.

A Diversified Local

In the 1960's, the local diversified by adding many workers outside the trucking and warehousing industries to its membership roles. One of the Local's strikes against Gilbarco, then a subsidiary of Esso, became a major labor issue on the East Coast in the late 1960's when the company failed to bargain in good faith with its union employees. The successful strike action brought 200 (later increased to more than 1,000) new members into the union.

International Trustee R.V. Dur-

More than 3,000 people attended the 50th anniversary celebration of Local 391, located in Kernersville, North Carolina.

ham has served as president and Bruce Blevins as secretary-treasurer of Local 391 since 1969. Under their administration, the union has grown in membership and bargaining strength. Political sophistication, benefits and services to the membership have also improved.

Local 391's members have a variety of other reasons to be proud of the progress that the union has made in recent years. The Local is one of the most active participants in the DRIVE program. New, regional sub-offices and a legal services benefit also have been added.

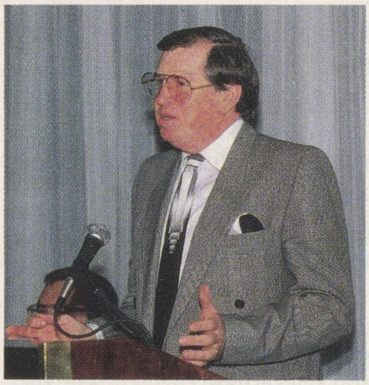
Local 391's members are strong supporters of the United Cerebral Palsy charity. The union also continues a scholarship program for the children of its members and offers its stewards annual training in methods to improve representation.

Hard Work, Unity

"The members of Local 391 have much to be proud of in the celebration of our union's 50th anniversary," comments Durham. "It is through their hard work, dedication and unity that we have been able to win a decent standard of living for the members and their families."

Durham: "The members of Local 391 have much to be proud of."

McGrath Named Director Of Newspaper Drivers Division



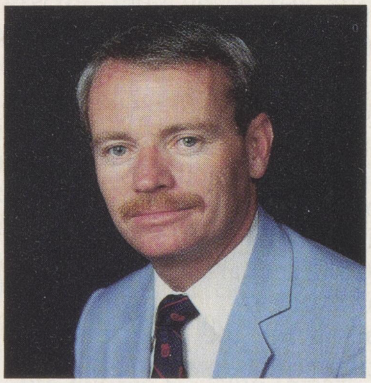
General President McCarthy recently named Thomas J. McGrath, 53, of North Brunswick, New Jersey, as Director of the Newspaper Drivers Division, covering drivers and print employees in the industry.

McGrath, who has served as coordinator of the Printing-Mailing Trade District of the Newspaper Drivers Division for the past four years, has been an international union representative of newspaper industry employees for more than 20 years. Respected as a strong union negotiator, McGrath is considered one of the foremost experts on labor-management relations in the newspaper industry.

McGrath began his career in the industry as a mailer for the *Newark News* in 1951. He served as President of the New Jersey Mailers Local 1110 for five years.

McCarthy and McGrath have made organizing of all classifications of employees at newspapers across the country a top priority for the Division.

Laughton Appointed to Head Brewery, Soft Drink Conference



David W. Laughton, 39, secretary-treasurer of Local 633 in Manchester, New Hampshire, has been named by General President McCarthy as Director of the Teamsters Brewery and Soft Drink Workers Conference of the United States and Canada.

Laughton has served on the Teamsters National Negotiating Committee for Anheuser-Busch for 12 years and has been a trustee of the National Supplemental Unemployment Benefits/Severance Fund for Anheuser-Busch workers since its inception nine years ago. He has also served as Vice Director of the Brewery and Soft Drink Workers Conference for seven years and as a Trustee of the New England Teamsters and Trucking Industry Pension Fund.

Starting his Union career, Laughton served as a shop steward in the freight industry in 1971. Later, he worked for Coca-Cola as a tractor trailer driver in the syrup division.

Organizing and confronting union busters are the main goals of the McCarthy/Laughton leadership team for the Conference. In particular, the Conference will focus on the Coors organizing campaign and overcoming union busting attacks on the industry.

Government Orders Teamster Election For 4,000 USAir Employees

The National Mediation Board has approved a filing by the Teamsters Airline Division for a union representation election covering more than 4,000 USAir fleet service employees from coast to coast.

The company fought the Teamsters before the Board, contending that either the unit should be expanded to included 5,000 unorganized passenger service and reservations employees or that the election should be delayed until USAir completes its acquisition of Piedmont Airlines next year.

The board found no merit in the company's arguments.

"This will be an all-out campaign," said Airline Division Director William F. Genoese. "We have the full resources of the International Union."

General President William J. McCarthy has conferred with Genoese about the campaign and has promised his 100 percent support.

The Teamsters already represent 2,000 USAir fleet service employees in Pittsburgh, Philadelphia, Boston, and Buffalo. Another 900 members of the unit are former employees of Pacific Southwest Airlines, which was acquired by USAir early in 1988. Still another 1,250 workers are at unorganized USAir stations.

Ballots for the representation election will be sent out by the National Mediation Board on November 4, 1988. The mail-ballot process will last five weeks. The ballots must be returned by December 13. Genoese encourages every worker to vote because a big victory for the Teamsters will make the union stronger at the bargaining table.

"This election is very important," Genoese said, "because of the turbulence in the airline industry. Employees in this industry need strong union representation now more than ever before."

Meetings of USAir locals are being planned for both the East and West Coast.

The company is trying to persuade the fleet service group that they don't need a union, but the Teamsters are pointing out that USAir's pilots, flight attendants, mechanics and cleaners all have unions.

"USAir is a tough employer," he said, "and everyone on the property needs union representation."

He said the unit could eventually expand to 18,000 workers—if the passenger service and reservations workers are organized and if 9,000 Piedmont employees are brought into the Teamsters after USAir's acquisition of Piedmont is completed.

Teamsters March in Soya Lockout

On September 10, 1988, Teamster members of Local 515 and other union members, in Chattanooga, Tennessee, conducted a "March for Victory," to protest an 18–month lockout of 117 union workers by Central Soya, Inc.

Bobby Logan, president of Local 515, explained, "We have had 117 workers locked out at Central Soya, Inc. for the past 18 months, and this march is to show support for these workers and their families."

At the 32-year-old Central Soya, Inc., feed processing plant union workers have been locked out of the facility since April 20, 1987, because of a contract deadlock between the employees' union and Central Soya. Seventy plants around the globe along with this Central Soya plant in Chattanooga, operate out of the Fort Wayne, Indiana, headquarters. The Teamsters in Chattanooga can't recall a lockout that has lasted this long and will be grateful when this one is over.

The Central Soya site has been using supervisory personnel and scab employees during the lockout to continue its production. The plant manufactures processed grain, animal feed and soybean oil.

According to reports in the *Chattanooga Times*, Local 515 has set up pickets at Central Soya plants in other cities, at the company's corporate headquarters, and at the company's top supervisor's house. This supervisor has filed a complaint with the NLRB.

Teamsters are trying to achieve a labor agreement with Central Soya, the newspaper indicated, that would be the first since the company was bought out three years ago by Shamrock Holdings, Inc., in a leverage buy-out. The Teamsters' previous three-year contract expired April, 1987, and Central Soya began hiring replacement workers in July, 1987.

In the *Chattanooga Times* interview, Logan said that workers had intermittently held other jobs during the lockout to supplement unemployment compensation and benefits from the Teamsters' strike fund. Despite the long-standing dispute, Logan said, he remains "optimistic that the union would maintain its contract and union at the plant."

Former International Vice President Dies, Teamsters Mourn Loss of Union Pioneer

Edward P. Crumbock

Teamster pioneer Edward P. Crumbock of Philadelphia, Pennsylvania, a former International vice president and one of the founding fathers of the Eastern Conference of Teamsters, died August 17, 1988, at the age of 83.

A truck driver by occupation, Crumbock's lifetime dedication to the IBT began in 1927, when he and a group of his fellow drivers joined Philadelphia's Local 470. This same group of dedicated Teamsters founded Local 107 in 1933, primarily to service the needs of over-the-road truck drivers.

In 1936, Crumbock was elected secretary-treasurer of Local 107. Once in office, he began a dynamic campaign that, four short years, transformed Local 107 into one of the IBT's largest member unions. He led Local 107 through several major strikes during this period, including the general strike in Wilmington, Delaware, in the Spring of 1937—the first such strike in that city's history.

Crumbock helped other fledgling Philadelphia unions to find their wings—including such Philadelphia-area powerhouses as the Building Trades, the early Teachers' Union, and the City government workers' union, as well as many Teamsters locals across the Eastern Seaboard.

As the acknowledged "Dean" of the Philadelphia labor community, Crumbock was in the forefront of the labor's efforts during World War II. He worked with Joint Council 53 and the Pennsylvania Motor Truck Association on efforts designed to conserve scarce supplies and maintain the number of available qualified truck drivers, as well as on many charitable endeavors.

For his wartime activities, Crumbock received the DeLaSalle Industrial Peace Medal awarded by La Salle College Civic and Social Congress in 1943. After the war, Crumbock was instrumental in the founding of the Eastern Conference of Teamsters, and in 1953 was named as its first president.

HUD Awards $3.7 Million to IBT For Three New Housing Ventures

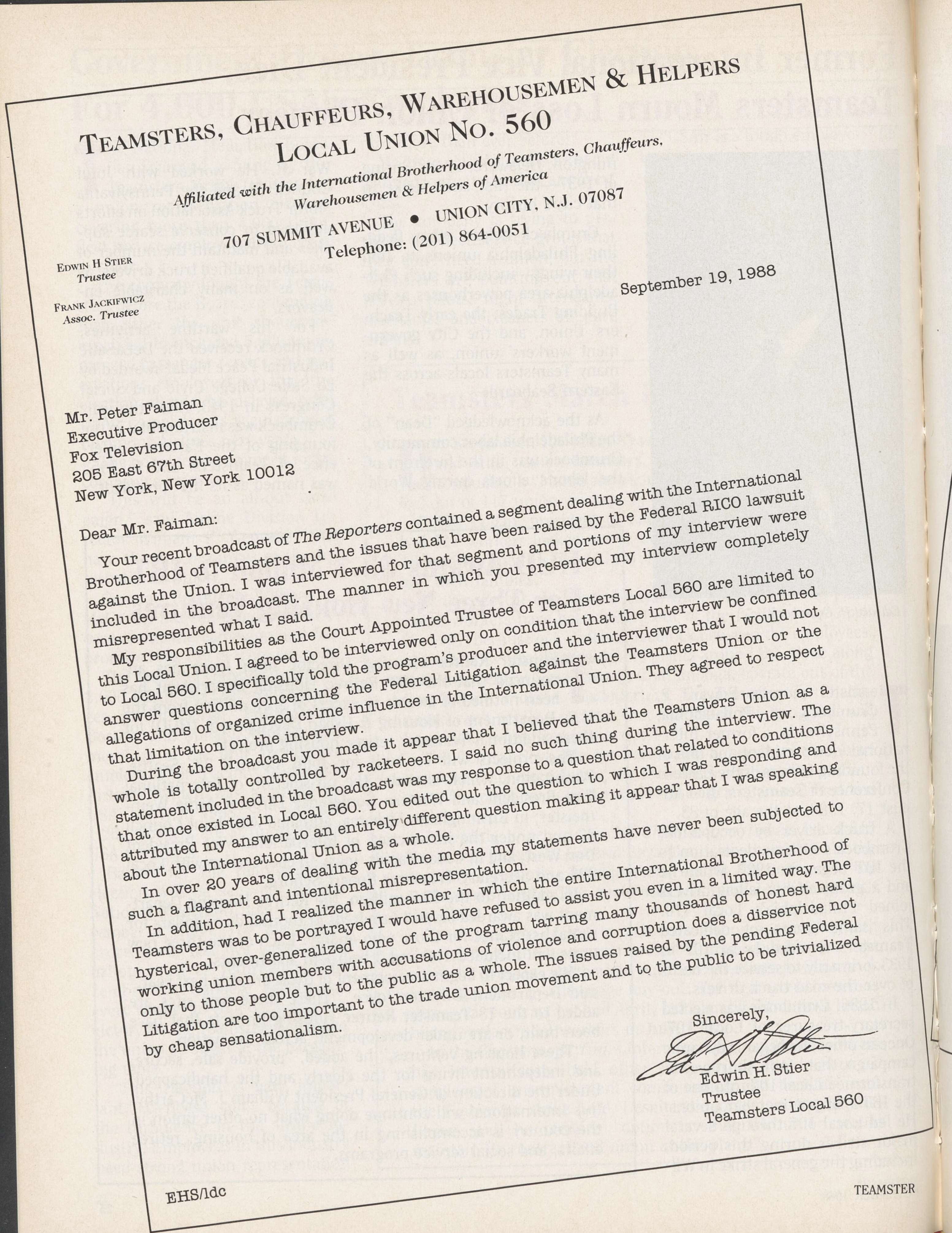
Teamster Retiree Housing Director John Joyce has announced that the IBT Retiree Housing Department has been notified of awards in excess of $3.7 million from the U.S. Department of Housing & Urban Development (HUD) for three additional Teamster retiree housing projects.

The projects will be built for Joint Council 28, Seattle, Washington, which is under the jurisdiction of International Vice President and Western Conference Director Arnie Weinmeister; in Birmingham, Alabama, affiliated with Joint Council 87 and under the jurisdiction of International Vice President Don West; and in Cedar Rapids, Iowa, in cooperation with Local 238 and Secretary-Treasurer Robert Schorg.

In addition to the $3.7 million, the Retiree Housing Department was awarded several hundreds of thousands of dollars for rental assistance for those who qualify. Each of the three new units will included 1, 2 and 3 bedroom apartments.

"We expect to begin development of these projects next year," said Department Director Joyce. "These three new sites are added to the 18 Teamster Retiree Housing projects that have been built, or are under development, across the nation.

"These housing ventures," he added, "provide safe, secure, and independent living for the elderly and the handicapped. Under the direction of General President William J. McCarthy, this International will continue doing what no other union in the country is accomplishing in the area of housing, retiree affairs, and social service programs."



TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN & HELPERS
LOCAL UNION NO. 560
Affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America
707 SUMMIT AVENUE • UNION CITY, N.J. 07087
Telephone: (201) 864-0051

EDWIN H STIER
Trustee

FRANK JACKIFWICZ
Assoc. Trustee

September 19, 1988

Mr. Peter Faiman
Executive Producer
Fox Television
205 East 67th Street
New York, New York 10012

Dear Mr. Faiman:

Your recent broadcast of *The Reporters* contained a segment dealing with the International Brotherhood of Teamsters and the issues that have been raised by the Federal RICO lawsuit against the Union. I was interviewed for that segment and portions of my interview were included in the broadcast. The manner in which you presented my interview completely misrepresented what I said.

My responsibilities as the Court Appointed Trustee of Teamsters Local 560 are limited to this Local Union. I agreed to be interviewed only on condition that the interview be confined to Local 560. I specifically told the program's producer and the interviewer that I would not answer questions concerning the Federal Litigation against the Teamsters Union or the allegations of organized crime influence in the International Union. They agreed to respect that limitation on the interview.

During the broadcast you made it appear that I believed that the Teamsters Union as a whole is totally controlled by racketeers. I said no such thing during the interview. The statement included in the broadcast was my response to a question that related to conditions that once existed in Local 560. You edited out the question to which I was responding and attributed my answer to an entirely different question making it appear that I was speaking about the International Union as a whole.

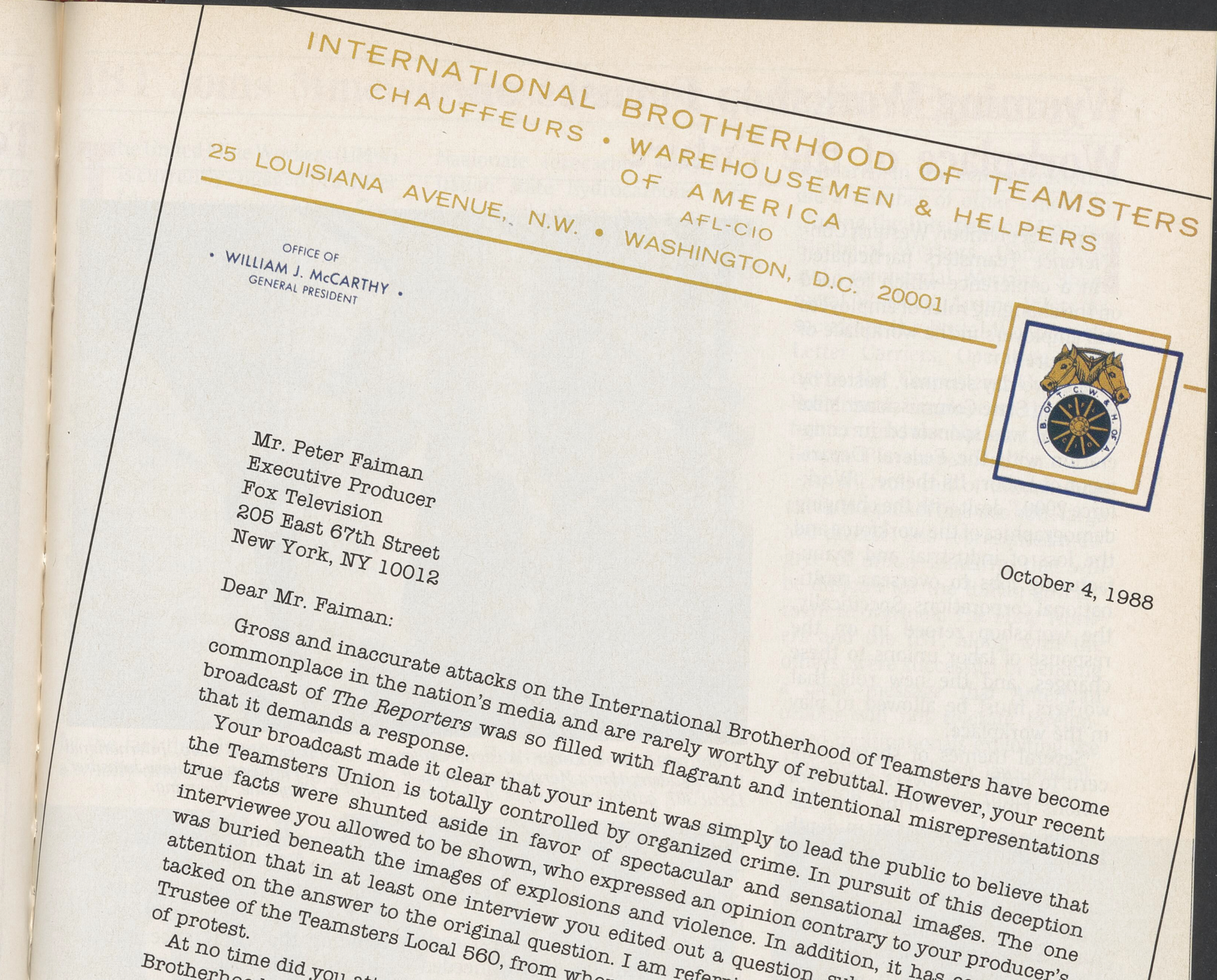
In over 20 years of dealing with the media my statements have never been subjected to such a flagrant and intentional misrepresentation.

In addition, had I realized the manner in which the entire International Brotherhood of Teamsters was to be portrayed I would have refused to assist you even in a limited way. The hysterical, over-generalized tone of the program tarring many thousands of honest hard working union members with accusations of violence and corruption does a disservice not only to those people but to the public as a whole. The issues raised by the pending Federal Litigation are too important to the trade union movement and to the public to be trivialized by cheap sensationalism.

Sincerely,

Edwin H. Stier
Trustee
Teamsters Local 560

EHS/ldc



INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS • WAREHOUSEMEN & HELPERS
OF AMERICA
AFL-CIO
25 LOUISIANA AVENUE, N.W. • WASHINGTON, D.C. 20001

OFFICE OF
• WILLIAM J. McCARTHY •
GENERAL PRESIDENT

October 4, 1988

Mr. Peter Faiman
Executive Producer
Fox Television
205 East 67th Street
New York, NY 10012

Dear Mr. Faiman:

Gross and inaccurate attacks on the International Brotherhood of Teamsters have become commonplace in the nation's media and are rarely worthy of rebuttal. However, your recent broadcast of *The Reporters* was so filled with flagrant and intentional misrepresentations that it demands a response.

Your broadcast made it clear that your intent was simply to lead the public to believe that the Teamsters Union is totally controlled by organized crime. In pursuit of this deception true facts were shunted aside in favor of spectacular and sensational images. The one interviewee you allowed to be shown, who expressed an opinion contrary to your producer's, was buried beneath the images of explosions and violence. In addition, it has come to my attention that in at least one interview you edited out a question, substituted another and tacked on the answer to the original question. I am referring, of course, to Mr. Edwin Stier, Trustee of the Teamsters Local 560, from whom, I believe, you have already received a letter of protest.

At no time did you attempt to contact me or any other representative of the International Brotherhood of Teamsters. We would have been happy to cooperate with any responsible effort to tell the truth about this union and its members. In retrospect, however, that was exactly the opposite of the intent of your program.

Given your track record, it's probably useless to remind you that sensationalism is not journalism. You don't seem interested in the distinction. I do have one suggestion which you may find appealing. Change the name of your program from *The Reporters* to *The Gossip-Mongers*. It has your sound and is a much more accurate label for the product you're peddling.

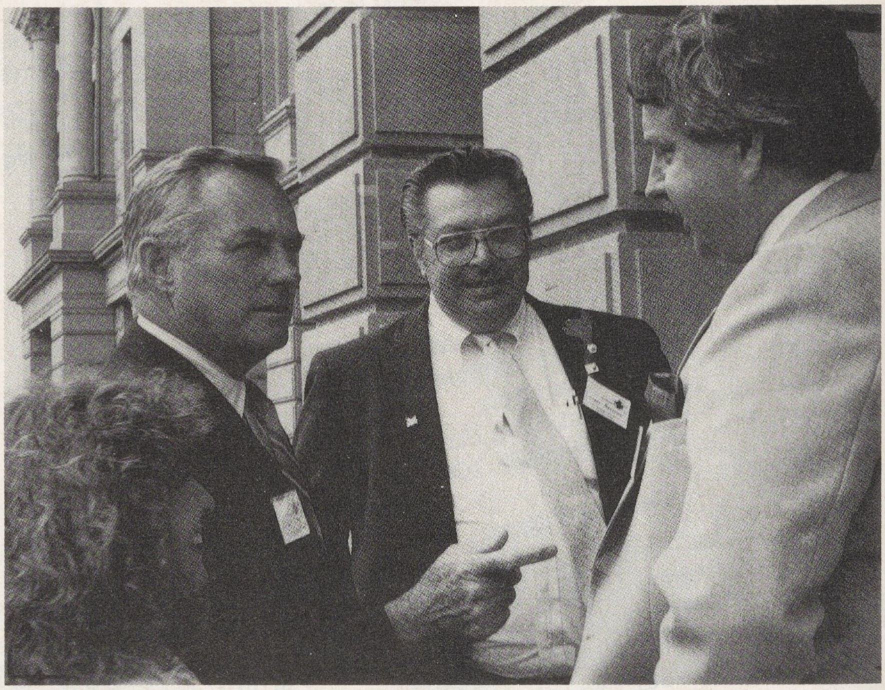
Sincerely yours,

William J. McCarthy

William J. McCarthy
General President

WJM/dw

Wyoming Workshop Focuses on Workplace of the Future



(From left): Carole Cooke, Western Conference organizer; Mike Riley, International Vice President; Harry Marshall, president, JC 3; and Jack Ferguson, secretary-treasurer, Local 307, gather on the steps of the State Capital in Cheyenne, Wyoming.

In mid-September, Western Conference Teamsters participated in a conference which focused on the changing roles of employees and employers in the workplace of the future.

The two-day seminar, hosted by Wyoming State Commissioner Mike Sullivan, was sponsored in cooperation with the Federal Department of Labor. Its theme, "Workforce 2000," dealt with the changing demographics of the workforce and the loss of industrial and manufacturing jobs to overseas multinational corporations. Specifically, the workshop zeroed in on the response of labor unions to these changes, and the new role that workers must be allowed to play in the workplace.

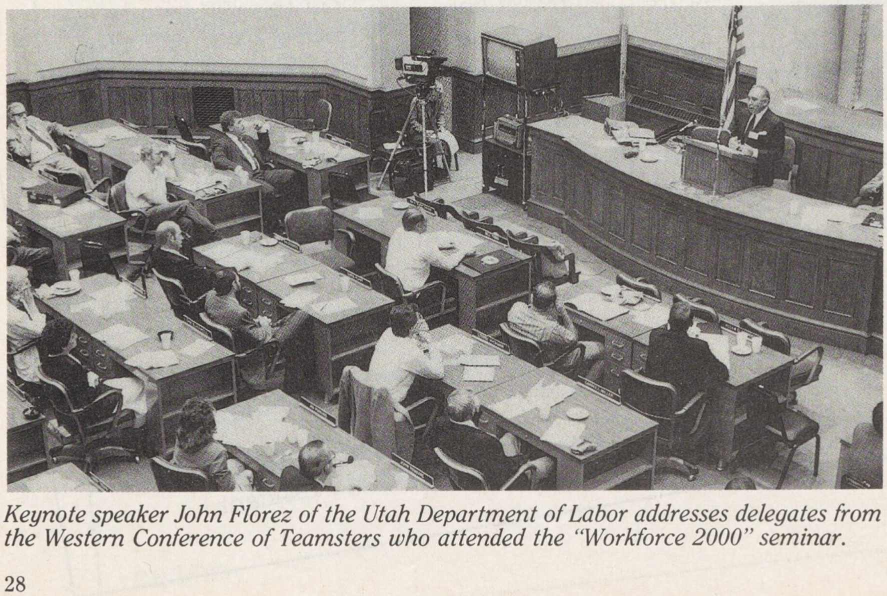
Several themes of shared concern to both employers and labor unions emerged during the discussions. Included was an in-depth look at the traditional adversarial relationship between management and labor, and how it must be adapted to the changes of the future. While many American industries are plagued with excessive middle management put in place to enforce executive orders from the top down, workshop leaders pointed out that the system can be successfully reversed with changes initiated from the bottom up.

Topics of discussion also centered on labor law reform needed to address new relationships and eliminate old inequities, and on state efforts needed to establish labor/management committees that will aim for increased area-wide and local economic programs.

Teamster representatives attending the Conference included International Vice President Michael J. Riley; Denver, Colorado, Joint Council 3 President Harry A. Marshall; Western Conference Representatives Tony Lock and Carole Cook; and Joint Council Organizers Dominick Perez and Frank Frauenfeld.

Also attending were Denver Teamsters Tom McKee of Local 537, Hank Estrada of Local 17, Tom Dimino of Local 435, and Jack Parker of Local 13; Sam Boggs of Local 492, Albuquerque, NM; and Jack Ferguson, Bob Reinhart, and Charlie Bates of Local 307, Cheyenne.

Also represented at the conference were several signatory trucking industry representatives as well as government, civic and educational leaders.



Keynote speaker John Florez of the Utah Department of Labor addresses delegates from the Western Conference of Teamsters who attended the "Workforce 2000" seminar.

IBT Joins Mineworkers' Protest at Italian Embassy

The United Mine Workers (UMW) is currently engaged in a bitter labor dispute with Enoxy Coal Corporation, a concern that runs coal mining operations in southern West Virginia and eastern Kentucky. The UMW's previous contract with Enoxy expired on February 1, 1988, and their members have worked ever since without a collective bargaining agreement.

The union's demonstration of good faith in not striking Enoxy has been answered by a corporate stance of belligerence, intimidation and disdain. Enoxy's union-busting tactics have even sunk to the level of terminating payments for health benefits for UMW pensioners and widows.

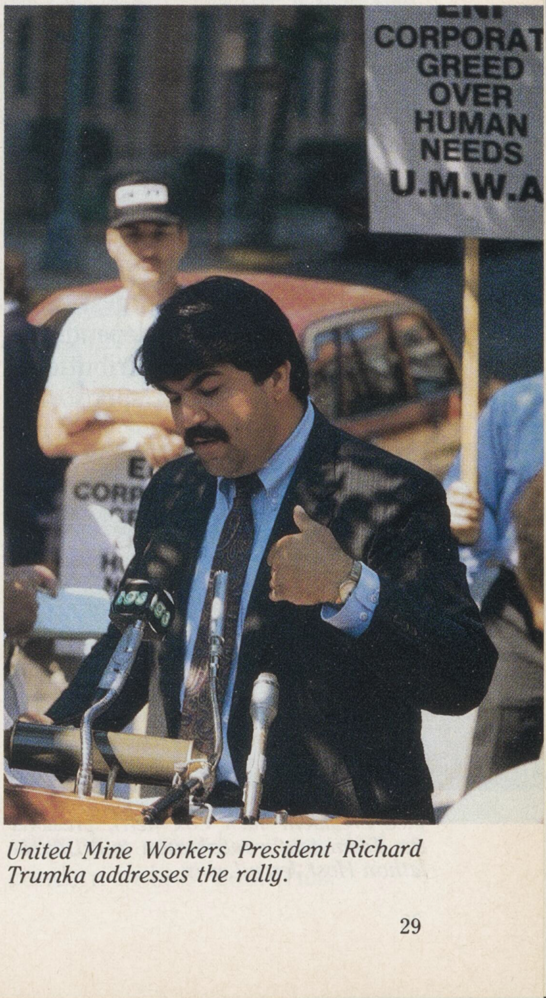
Finally, the situation at Enoxy is made all the more provocative by the fact that the corporation is a wholly-owned subsidiary of Ente Nazionale Idrocarbin (ENI), the Italian state hydrocarbons company in which the Italian government is the majority shareholder.

American unions will not tolerate foreign-based multinationals exploiting the deplorable U.S. labor laws and attempting to bust our unions.

In order to focus media and public attention on this appalling situation, the UMW staged a demonstration/picket at the Italian Embassy in Washington, D.C., on September 1, 1988. The International Brotherhood of Teamsters responded to the UMW's call for solidarity in the demonstration as did a number of other unions including the International Union of Electrical Workers, United Food and Commercial Workers, Sheetmetal Workers, Airline Pilots Association, the Postal Workers, the Letter Carriers, Operating Engineers, the Carpenters, Hotel and Restaurant Employees, the Firefighters, and the National Football League Players Association.

As the roll call of unions indicates, the picket line was both large and diverse, and represented a degree of union solidarity that will be difficult for the Italian government to overlook. The Mine Workers and the IBT, along with the others, were successful in sending a clear message that American unions will not tolerate foreign-based multinationals exploiting the deplorable U.S. labor laws and attempting to bust our unions.

Teamsters Legislative Director Dave Sweeney (front), and Robert Flynn, (left) assistant to the General President, demonstrate the IBT's solidarity with the Mine Workers.



United Mine Workers President Richard Trumka addresses the rally.

People Helping People:

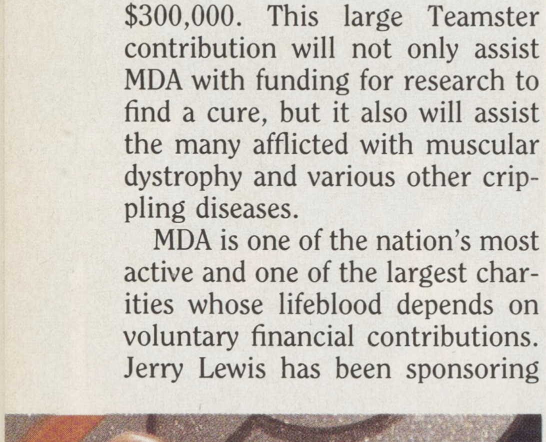
Teamsters Donate $300,000 to MDA Telethon

As time goes on and years go by, life for many people who suffer from crippling diseases such as Muscular Dystrophy can become a total frustration. Simple tasks in day-to-day living can become difficult problems, requiring courage and persistence.

With this in mind, the Teamsters Union was honored to contribute to the 1988 Jerry Lewis Labor Day Telethon a grand total of $300,000 to the Muscular Dystrophy Association, to help fund research for a cure for this disabling muscular disease.

Members of Teamster local unions and retiree clubs from coast to coast gave of themselves, and raised a very generous sum of $250,000, from individual active and retired Teamsters. The International headquarters added to that sum a donation of $50,000, bringing the total contribution to $300,000. This large Teamster contribution will not only assist MDA with funding for research to find a cure, but it also will assist the many afflicted with muscular dystrophy and various other crippling diseases.

MDA is one of the nation's most active and one of the largest charities whose lifeblood depends on voluntary financial contributions. Jerry Lewis has been sponsoring the MDA Labor Day Telethon for 23 years. With his tireless efforts and with the help of other stars and active corporate sponsors, the telethon raises more money each year, in the hope that a cure will be found to help eradicate this disease.



Vice President Jack Cox (left), presents the Teamsters' contribution to MDA Telethon Host Jerry Lewis.

This year's telethon raised a record-breaking total of $41,132,113, the most profitable telethon in the history of MDA. Every cent of that money will be used to assist the more than one million people in need of patient care and who suffer from neuromuscular disorders.

International Vice President Jack Cox presented the contribution on behalf of Teamsters General President William J. McCarthy. The Teamsters' contribution was televised live from Caesars Palace in Las Vegas, Nevada, on Sunday, September 4th at 11:30 p.m. (PCT).

Cox said he was honored to present this enormous donation to MDA on behalf of the Teamsters General President and the International Brotherhood of Teamsters. He commented, "We at the Teamsters Union want everyone out there to know that the Teamsters truly believe in MDA and the work being done for those afflicted with muscular dystrophy in our country. The IBT has supported the MDA for many years now, and we have seen the growth and progress that have been made."

Thanks to the money raised over the years, the researchers for MDA have recently made a major advance in the search for the defective gene that causes Friedreich's ataxia, one of the crippling neuromuscular diseases covered by MDA programs.

The Teamster contribution to the Jerry Lewis Labor Day Telethon will assist MDA with funding and help those afflicted with the disease.

This discovery brings the researchers for the first time within reach of the Friedreich's ataxia gene. These same researchers earlier spearheaded the successful search for the gene responsible for Duchenne muscular dystrophy, the most common childhood form of the disease.

Isolation of the gene, which is the goal of the researchers, will allow MDA-supported investigators to identify the precise genetic abnormality that triggers the disorder. That discovery, it is hoped, will in turn lead to effective approaches to treating the disease.

Friedreich's ataxia, which usually strikes adolescents, is a life-threatening disorder, causing muscle weakness and loss of coordination, and affecting speech and heart functions. There is as yet no cure or specific treatment for the disease.

MDA currently supports more than 500 research projects worldwide, seeking the causes of and cures for Friedreich's ataxia and 30 other neuromuscular diseases. MDA also maintains a nationwide network of 230 clinics where people with these disorders can receive diagnostic services, rehabilitative care and counseling. MDA is one of Teamsters' favorite charities, and the large Labor Day contribution is proof positive that Teamsters will always be there to lend a helping hand.

TLA and Joint Council 36 Provide Officer and Business Agent Training

The twentieth session of the Teamsters' Leadership Academy was conducted at the International Headquarters September 19–23, 1988. Twenty-nine officers and business agents representing a cross-section of locals from all Area Conferences across the United States dedicated this week to developing new skills and broadening old ones which, combined, will enhance their negotiating, organizational and representational abilities.

Since the Academy's inception in 1986, more than 500 Teamster leaders have attended the Washington, D.C.-based program run under the direction of the IBT Education Department.

TLA participants have the opportunity to meet International Union department directors and staff members, learning firsthand the services offered by the IBT to assist all local regional and area affiliates. A number of hands-on workshop sessions are included in the core curriculum, such as organizing, political action, union-busting tactics, legal updates, safety and health, etc.

Joint Council 36 officers and business agents pose with General President McCarthy (front row, fourth from left).

Members of TLA's 20th Session gather in front of the IBT Headquarters building.

Canadian Leaders Attend Workshop Sessions

On September 27–28, 1988, Joint Council 36 officers and business agents representing Locals 31 and 213 in Vancouver, British Columbia, also attended workshop sessions at IBT Headquarters in Washington, D.C. The program was arranged by JC 36 President Peter Moslinger, in conjunction with the IBT Education Department.

In a welcoming statement, General President McCarthy stressed the importance of teamwork throughout North America and gave his promise to help and support the Canadian membership of the Teamsters any way he can.

Following President McCarthy's address, workshop sessions on effective organizing focused on different strategies that can be employed during the course of an organizing campaign. The participants were also updated on current TITAN technology—the Teamsters computer network—as well as on dues guidelines, withdrawals and transfer procedures.

A highlight of the program was the panel session to discuss details of the U.S./Canada Free Trade Accord. Members of the panel included Ron Douglas, director of Research, Canadian Conference, and Dave Sweeney, director of Legislation, IBT. The local officers and business agents were provided an opportunity to ask questions regarding the accord and expressed concerns on how it will affect Teamster members in both the U.S. and Canada.

The U.S. Senate has approved the accord 83–9, while the House voted 366 to 40 in favor. The agreement, which would wipe out tariffs and other trade barriers by 1999, has caused a great deal of concern in both countries.

New York Teamsters in Labor Day Parade

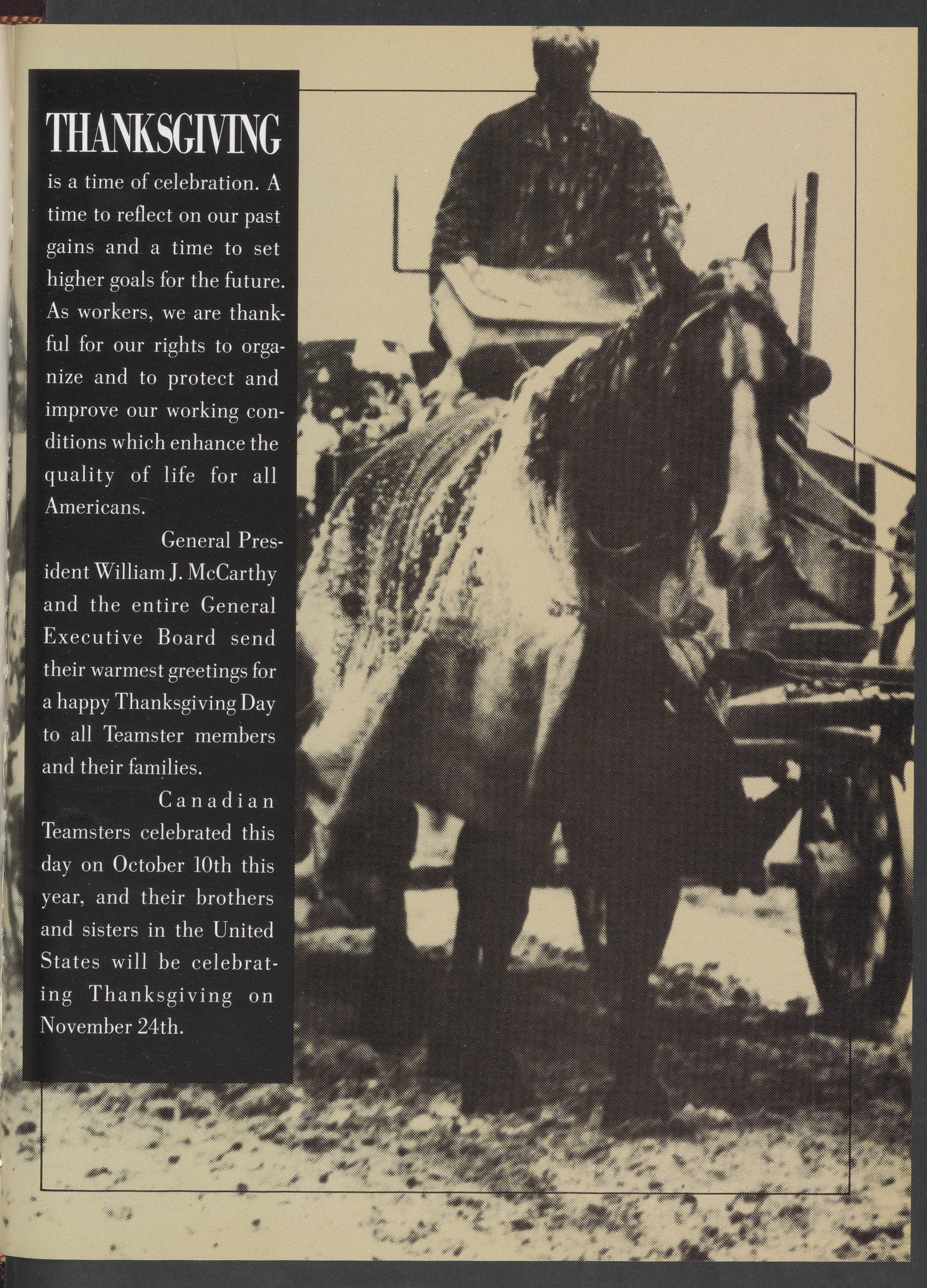
JOINT COUNCIL No. 16
INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA—AFL-CIO

Joint Council 16, New York, NY, was out in full force at the city's Labor Day parade. Pictured, center, is J.C. 16 President and International Vice President Joseph Trerotola.

A BRIGHTER FUTURE FOR
WORKING MEN AND WO

Local 282, Elmont, New York, members participated in the New York Labor Day parade. Pictured above are (r.) Local 282 President Bobby Sasso and International Vice President Joseph Trerotola. An estimated crowd of 200,000 turned out for the event.

Some 15 rigs driven by Teamster drivers took part in the parade.



THANKSGIVING

is a time of celebration. A time to reflect on our past gains and a time to set higher goals for the future. As workers, we are thankful for our rights to organize and to protect and improve our working conditions which enhance the quality of life for all Americans.

General President William J. McCarthy and the entire General Executive Board send their warmest greetings for a happy Thanksgiving Day to all Teamster members and their families.

Canadian Teamsters celebrated this day on October 10th this year, and their brothers and sisters in the United States will be celebrating Thanksgiving on November 24th.

VOTE

IT'S YOUR RIGHT!

NOVEMBER

8TH

THE INTERNATIONAL TEAMSTER

DECEMBER 1988

WESTERN CONFERENCE

Teamster Leaders Gather in Chicago For Special Session

THE PRESIDENT'S MESSAGE

The 1988 elections are now behind us and, in retrospect, the results should leave Teamsters very optimistic about our continued influence on the political and legislative process in the United States.

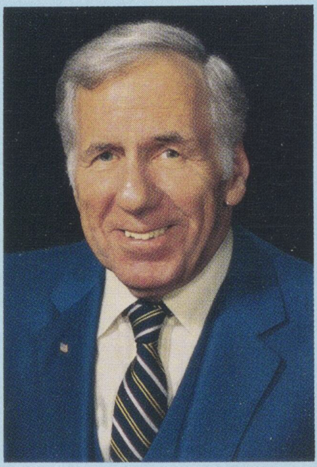
We in the Teamsters are proudest, however, not just because our candidates won—and that includes a sizable number of Democrats on the Senate, Congressional, state and local legislative levels, as well as Vice President Bush—but because we proved that we really do march in tune with our members, and when united, can accomplish whatever we set out to do.

Other poll results in key union, blue-collar precincts throughout the nation show a shifting in the American political structure. The blue-collar vote is no longer identifiable as a single voting bloc. Rather it has become part of the larger entity, a middle American voting bloc that reflects the values and aspirations of all Americans in every demographic stratum. Polls showed that union member households were divided in the presidential election, splitting from traditional labor endorsements. Once again, the Teamster Presidential Preference Poll results proved remarkably accurate in forecasting actual union voting trends.

We in the Teamsters are proud of the success of DRIVE in the election. We supported candidates from both political parties with the final national result of a 75 percent success rate in terms of DRIVE dollars for Teamster-supported candidates throughout the nation who were elected.

The results of the election proved conclusively that no political party can claim ownership of organized labor, and that, while once labor could count on nearly 100 percent support of its candidates, today union members are independent thinkers and well educated voters who flow in the mainstream of American political thinking regardless of endorsements.

As we prepare for the New Year, we must demand louder than ever to stop shipping American jobs to foreign shores. Foreign imports are killing American workers through a loss of security and strength, and American jobs are being decimated left and right. We must demand a halt to American dollars being shipped overseas for foreign-made products. We must restabilize our own nation by fostering a true American economy through true American production so that the greatest workforce of the free trade world will once again be the provider of that world.



William J. McCarthy

The 100th Congress adjourned leaving a mixed record of success and failure on issues of importance to working Americans. Given our electoral success in the November elections, we can look forward to improving our legislative prospects in the 101st Congress.

For example, one area of critical importance to Teamster members was left unresolved by the U.S. Congress, i.e., random drug testing of transportation workers. We can claim a modest achievement in this regard since Congress failed to enact any law which would require the mandatory drug testing of these employees.

This critical issue, as well as numerous other proposals that affect your local union membership, will be on the agenda for the 101st Congress.

I would like to thank all of you for your efforts on these legislative initiatives, and to congratulate you on making DRIVE the number one political action committee in the country. Your continued support of DRIVE and the IBT's legislative agenda allows your voice to be heard in the halls of Congress.

This year, as you know, has been dedicated to getting our members interested in our national DRIVE program. Much of the year, the Teamsters also concerned themselves with election politics, working at all levels to ensure that good candidates were returned to office and friends of labor were elected to help us reach our goals. We feel that, in both areas, we Teamsters were very successful.

If 1988 has taught us any lessons at all, it is that as a political force, when we are united, we can achieve anything. That's a force we can now call into action as the new Congress enters, come January, 1989.

Fraternally,

William J. McCarthy

THE INTERNATIONAL
TEAMSTER
DEDICATED TO SERVICE

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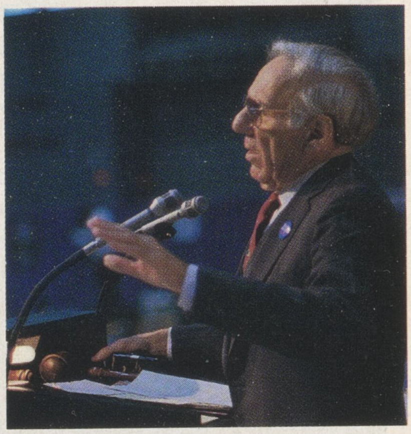
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SAFETY &
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Teamster Leaders Gather in Chicago For Special Grass Roots Session

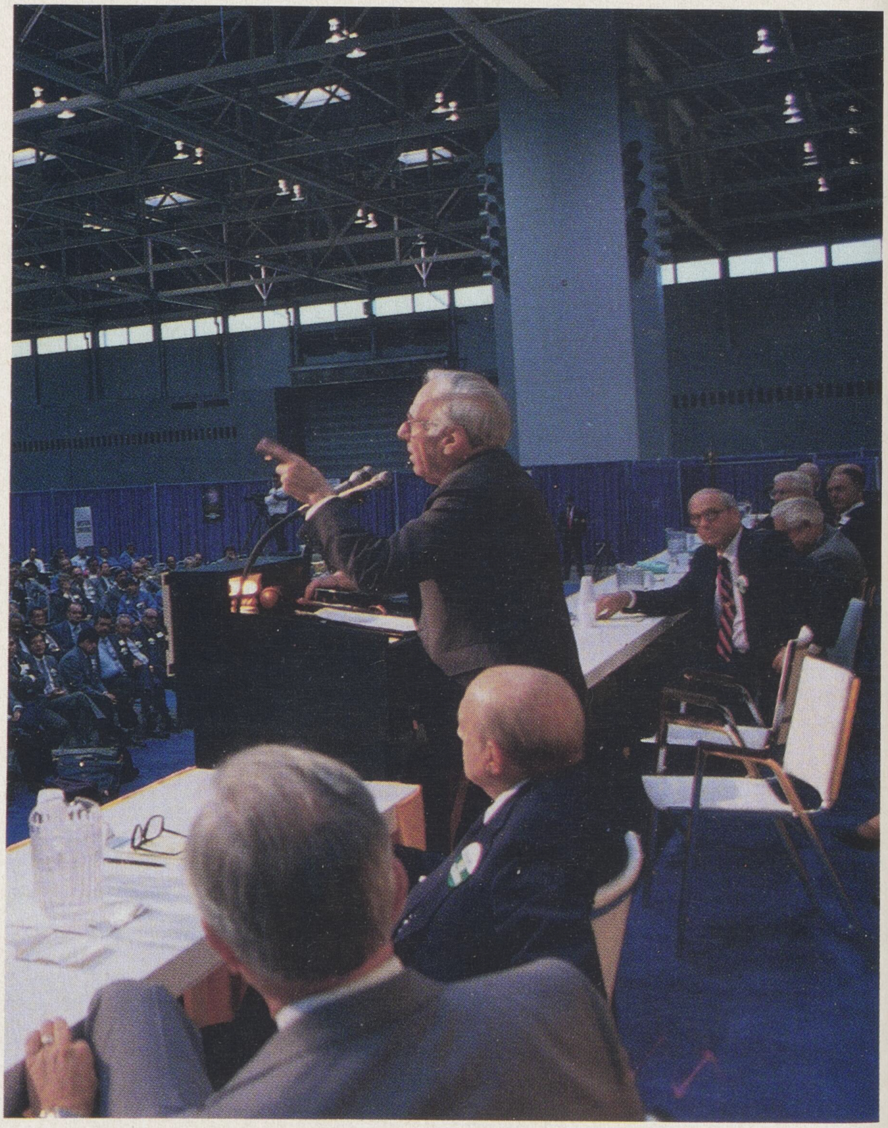
More than 2,000 Teamster leaders from all across the country gathered October 28th in Chicago, Illinois, for a special meeting called by General President William J. McCarthy.

The one-day session, held at the city's McCormick Place Convention Center, covered a broad spectrum of topics on the Union's agenda. With the next International Convention not scheduled to convene until 1991, McCarthy felt it important to bring together the union's leadership early in his administration, to discuss "where this union comes from, and especially where I came from, and where we together can embark on the future course in the coming months." Representatives from each of the IBT's local unions, joint councils, conferences and divisions were in attendance at the conference.

Illinois Governor Welcomes Teamsters

Kicking off the session was Illinois Governor Jim Thompson who took time from a busy schedule to address the Teamster audience for more than half an hour. Welcoming the delegation to the city of Chicago and the state of Illinois, Thompson said he was especially pleased that the meeting could be held at McCormick Place. "There are two things I especially like about this meeting site," he told his listeners. "I built it, and it's a Teamster hall."

The prominent Republican leader thanked the Union for Teamster support during his repeated successful reelection bids for the governorship. "I am proud of the support I've received from organized labor over the years," Thompson said.



General President William J. McCarthy addresses delegates at Chicago's McCormick Place. Members of the General Executive Board joined him on the dais.

In his first race for the post in 1976, Thompson said he had pledged that as long as he was governor, "There would be no union-busting right-to-work law in Illinois. And there is none," he added to loud applause.

Turning his attention to the fast-approaching presidential elections, the Governor heralded the Union's endorsement of Vice President Bush for president, and urged support for the Republican candidate.

Central Conference Director Addresses Delegates

International Vice President and Central Conference Director Dan Ligurotis then issued a welcome to the delegates on behalf of local Teamsters. Calling Chicago "a Teamster city," he noted that the city had been the site of many important Teamster meetings over the years, "though perhaps none as significant as this."

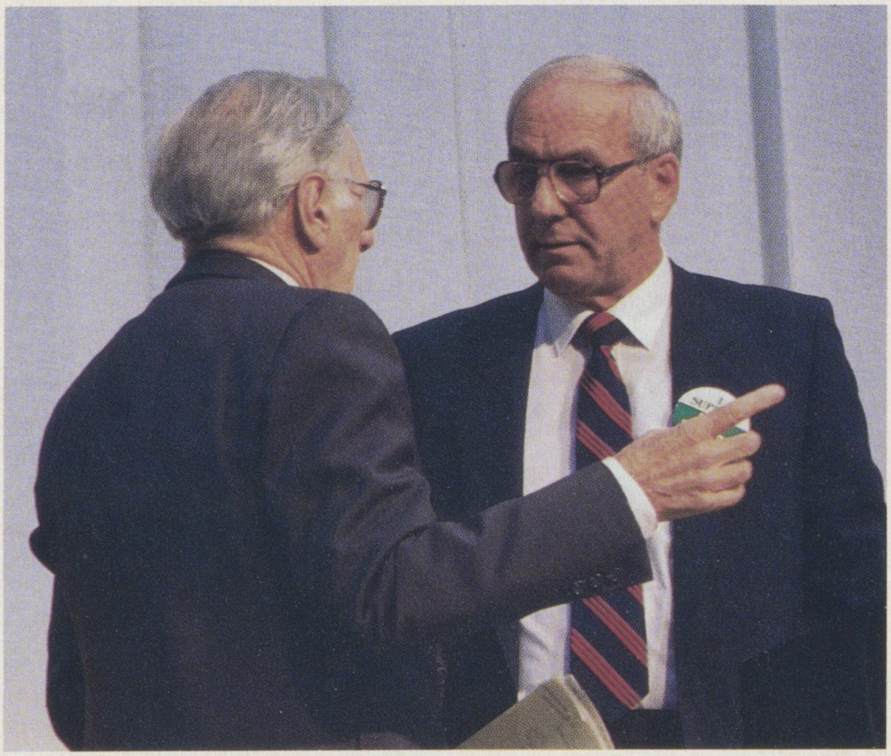
Explaining that the McCormick

Place meeting site was "the premiere convention site in the city, totally union built and union operated," Ligurotis pointed out to the delegates that one of the largest meeting halls at the Center was named after former International Secretary-Treasurer Ray Schoessling.

Ligurotis then introduced to the audience "the man who is leading the fight on every front where Teamster interests are involved," General President William J. McCarthy. Noting that in a relatively short time as general president, McCarthy "has already accumulated a string of achievements that have given us a renewed sense of pride, of hope, of confidence, and of direction," the Central Conference director stressed that the Union's new leader "is a man who has never forgotten his roots, who still feels and sees the things that rank-and-file Teamster members have always seen and felt."

REGISTRATION
REGISTRATION
REGISTRATION

Delegates register before the meeting convenes.



General President McCarthy consults with International Vice President and Central Conference Director Dan Ligurotis, who hosted the meeting.

General President McCarthy Discusses Key Union Issues

In his first major address to the full leadership of the International Union, General President McCarthy took an opportunity to let the delegates know about his roots in the union, the depth and extent of his lifelong involvement with the Teamsters, and what issues he has made his top priorities as new general president.

Calling speech-making one of "the toughest parts of my job," McCarthy expressed his total commitment to Teamster members. "I will dedicate all my time to you," he pledged to his listeners. "Anything I have is because of you."

He introduced to the audience the members of the IBT General Executive Board who were seated on the dais, as well as General Counsel Jim Grady and long-time IBT attorney David Previant.

McCarthy then reviewed for the delegates the various appointments he had made since assuming the office of general president, from his selection of International Vice President Walter Shea to serve as

Members Gather for Special Session (continued)

General Counsel Jim Grady updates delegates on RICO case.

Executive Assistant to the General President, to the various changes he had made in the top posts of several IBT trade divisions, conferences and committees.

Saying he aspired to the Union's leadership position because of his great dissatisfaction with the recent National Master Freight and United Parcel Service agreements, General President McCarthy announced that the General Executive Board, at its last quarterly meeting, had voted to change the "two-thirds rule" in Article XII of the IBT Constitution (see GEB story, page 6). Under the changes, if more than half of the members eligible to vote on a final employer contract offer cast ballots, only a cumulative majority is necessary to accept, or reject and authorize a strike. If less than half of eligible voters cast ballots, then the two-thirds rule shall apply.

McCarthy then reviewed for the delegates recent negotiations settlements, including the National Carhaul Agreement which was overwhelmingly approved by the rank-and-file; the Fleming Foods settlement in California; the first tentative National Signal Delivery Service Agreement; and the successful settlement of the Hollywood, California, Teamster drivers' strike in the movie industry. He also updated members on the current status of the Coors organizing campaign.

McCarthy then addressed the issue of the on-going Justice Department civil RICO suit to place the International Union under trusteeship. He turned the meeting over to IBT General Counsel Jim Grady, who updated the members on developments in the case.

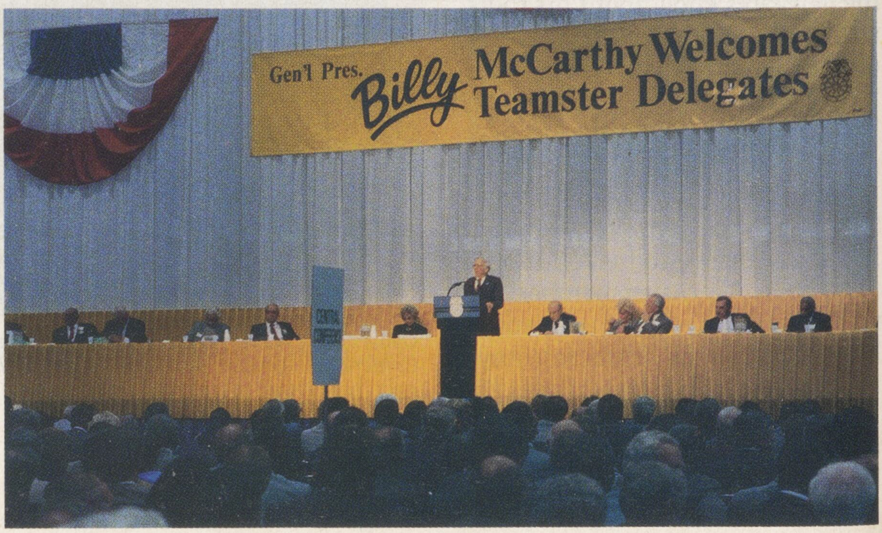
General Counsel Reviews Status of Civil RICO Case

General Counsel Grady advised the Teamster leaders that the case was in the "discovery" stage, whereby depositions, interrogatories, and document requests are in the process of being conducted by both sides. "This is very expensive, very inconvenient and does indeed interrupt the business of this International Union," Grady said. "Contrary to what you may have heard, there are no settlement discussions contemplated, least of all being conducted. None whatsoever, as I speak," he emphasized.

After detailing for members what the suit would mean for the International and its affiliates, the General Counsel assured delegates that, "Under the leadership of General President McCarthy we are dedicated and committed to fighting this takeover with all the resources and talent available to us."

Outlining recent developments in the case, Grady pointed out that:

(1) the IBT has engaged the prestigious New York law firm of Mudge, Rose, Guthrie—a firm with significant experience in civil RICO cases — to assist the Union in the presentation of its case;
(2) the Union has demanded that the government reveal the names of all its secret informants, so that the IBT may exercise its Constitutional right to confront its accusers;
(3) already three present or former FBI agents have refused to testify in the case, and have taken the Fifth Amendment because they fear incriminating themselves if they tell the truth;
(4) every single GEB member who has been called to testify by deposition, has done so fully, honestly, and without reservation of any kind; and
(5) the IBT has appealed to the Second Circuit Court of Appeals protesting the unfair and unethical manner in which the government manipulated the as-


Gen'l Pres. Billy McCarthy Welcomes Teamster Delegates

Delegates listen carefully during session.

signment of the case to Judge David N. Edelstein, the judge preferred by the Justice Department to hear the case.

"I want you to know," Grady concluded, "that General President McCarthy has directed a 100 percent effort, leaving no stone unturned to gain our ultimate victory. I assure you that, with your continued support, we too shall overcome."

DRIVE, Organizing Remain Major Themes

General President McCarthy again took the mike, focusing on several additional key issues facing the International. Emphasizing the importance of DRIVE, the Union's political action committee, McCarthy urged the delegates to "support the friends of the Teamsters Union" in Congress. He encouraged the Teamster leaders to participate in DRIVE. "Don't tell your members what to give, show them. I do it, we've all got to do it. Our members' jobs are at stake," he said.

Concluding the meeting with a question-and-answer session from the floor, McCarthy urged the audience to assist him with organizing new members in both the trucking industry and in white-collar, high-technology fields. He discussed the Union's plans to organize the 10,000 member Chicago police force, now in the Fraternal Order of Police.

McCarthy also talked more about getting personally involved in strike settlements and contract negotiations, about curtailing unnecessary expenses at the International, and about efforts to create a more democratic union.

"What I am trying to do, I can't do alone" he told the delegates. "I can do it with your help, with help from all of you. I will make any sacrifice for this Union," he pledged.

McCarthy also invited the delegates to bring their ideas and suggestions to him. "I want to hear what you have to say. I'll help you out, as long as you're level and honest with me," he added.

Teamsters Working to Represent 10,000 Chicago Police Officers

The International Brotherhood of Teamsters is waging an all-out effort to bring the city of Chicago's more than 10,000 organized police officers into the Union.

Local 714 President William Hogan Jr. of Chicago said that more than 2,000 officers had signed up with the Teamsters by press time, in the effort by three competing unions to replace the Fraternal Order of Police (FOP) as the recognized bargaining representative for the unit. Both the International Union of Police Associations and the Chicago Patrolmen's Association are also involved in the decertification bid. Petitions have already been filed for a decertification election.

Hogan said that the IBT would be best equipped to ensure a strong contract and benefits for the 10,300 member police unit, and would be best qualified to protect retirees from spiraling medical insurance payments.

"We offer the best contracts, the best benefits, the best programs and services of any labor union today," Hogan said. "Since Chicago's police force is among the best in any city, anywhere, they deserve to have the best representation possible . . . and that means the Teamsters."

General President William J. McCarthy welcomed the prospect of adding Chicago's police officers to the Union's rolls, at the IBT's special meeting in McCormick Place October 28th. The full support of both the International Union and the Central Conference of Teamsters are behind the Local in the campaign.

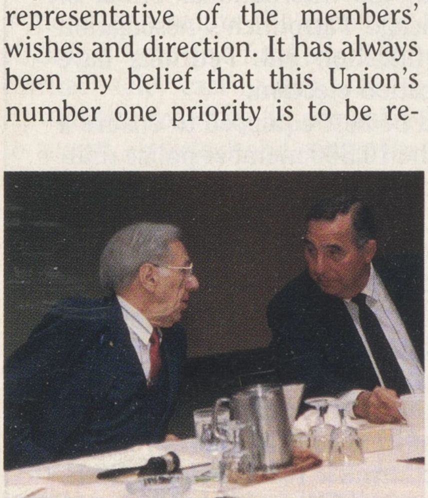
GEB Holds Quarterly Session, Amends Constitution's "Two-Thirds Rule"

GEB holds fourth quarterly session of the year.

A change in the "two-thirds rule" in Article XII of the IBT Constitution was a top priority of General Executive Board members meeting in regular quarterly session the week of October 17 in Grenelefe, Florida.

Under the Constitution, and prior to the Board's action, a final contract offer made by an employer could be approved by a majority vote of the members eligible to vote, but could be rejected only by a two-thirds negative vote. Under the amendments agreed upon by the GEB at the October 17 session, if more than half of the members eligible to vote on a strike, lockout, or wage scale proposal cast valid ballots, then only a cumulative majority is necessary to accept *or* reject and authorize a strike. If less than half of those members eligible to vote cast valid ballots, then a two-third's vote—as currently specified in the Constitution—shall be required to reject a final offer and to authorize a strike.

"We feel this change to the International Constitution," General President William J. McCarthy explained following the Board's decision, "renders a vote far more representative of the members' wishes and direction. It has always been my belief that this Union's number one priority is to be responsive to the will of the membership. This change helps us accomplish just that."



General President McCarthy with General Secretary-Treasurer Mathis.

Based on the action of the Board, applicable language in Article XII is being amended in Section 1, relative to local unions; in Section 2, relative to area, multi-area, multi-employer, national, company-wide, or industry-wide contracts; and in Section 3, relative to the building and construction industry. The Legal Department, with the approval of the General President, will make what changes are necessary so as to conform the amendments to the provisions of Article XII of the International Constitution.

Poll Results

In response to the results of the IBT presidential preference poll, the Board agreed to endorse the membership's choice of Vice President George Bush for president (see November, 1988, *International Teamster*).

According to the survey and in keeping with national polls of voters across the country, Bush was preferred by 50.2 percent of the members responding, compared with 46.4 percent for Dukakis. Another 3.4 percent of the ballots indicated other choices for president or were marked "undecided."

The poll, McCarthy told the Board, had asked members to indicate not only their choice for president, but also the issues most important to them during the 1988 election race. Approximately 89 percent of the members who participated in the survey indicated that government takeover of unions is an important election issue and will influence their decisions of whom to support in the 1988 election races.

"The vast majority of Teamster members," the General President advised the Board, "feel that the government takeover of unions is a key consideration in the upcoming election. Our poll results show that members are angry about the pending lawsuit to remove control of this Union from its elected leaders. The members recognize that the lawsuit is nothing more than an attack on the labor movement."

Other issues that Teamster members identified as important to their voting decisions, McCarthy told the GEB, included the economy and jobs, 76 percent; the trade deficit, 62 percent; foreign policy, 56 percent; and a balanced budget, 51 percent.

Following the first day's session of the Board meeting, General President McCarthy held a press conference to announce the outcome of the survey and the Board's support of the membership's choice for president. Full details of the press conference were reported in the November issue of The *International Teamster*.

Negotiations Updates

During the meeting, General President McCarthy also updated the Board on the progress of negotiations in the carhaul industry and with the first National Signal Delivery Service Agreement, and detailed for GEB members developments in the Coors organizing campaign.

He also discussed the settlement in the strike against Fleming Foods, reporting that the company had agreed to resume negotiations with Teamsters at the firm's Fremont, Sacramento, and Fresno, California, sites. The agreement, McCarthy noted, provided members the option not only to strike or accept the company's offer, but to go to binding arbitration, and can be considered a major victory for the Union.

Other Activities

In addition to advising the Board about the many Teamster meetings and events he had been able to attend since assuming the office of General President, McCarthy noted that he had been elected a vice president of the AFL-CIO at the federation's recent Executive Council meeting in Washington, D.C. At that session, IBT General Counsel Jim Grady updated the AFL-CIO leadership on the status of the Justice Department's civil RICO suit against the International Brotherhood of Teamsters. The AFL-CIO Executive Council reaffirmed its support for the Teamsters, General President McCarthy told the Board, and pledged to defend the IBT and every union against takeover by the federal government.

McCarthy also reviewed for GEB members the various appointments he had made since becoming General President. These included Al Barlow of Local 229, Scranton, Pennsylvania, to serve as director of the Union's Parcel and Small Package Trade Division; Ernie Tusino of Local 170, Worcester, Massachusetts, to serve as co-chair of two national carhaul committees; Tom McGrath, coordinator of the Printing-Mailing Trade District of the newspaper Drivers Division, to serve as new director of that IBT division; and David Laughton of Local 633, Manchester, New Hampshire, to serve as director of the Teamsters Brewery and Soft Drink Workers Conference.

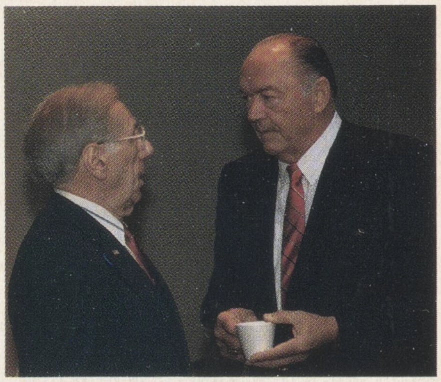
McCarthy then discussed with General Executive Board members plans for the special one-day conference of Teamster leaders set for October 28th in Chicago, Illinois (see separate story, this issue).

Other Action

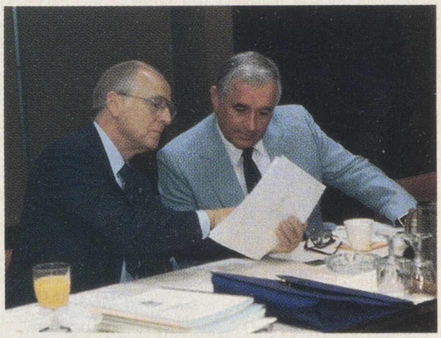
In addition to the report of the General President, the Board received an in-depth accounting on the financial status of the union from General Secretary-Treasurer Weldon L. Mathis.

In other action, the Board:

- received a detailed update on the progress of the civil RICO case from General Counsel Jim Grady.
- heard departmental reports from General Counsel Grady, Legislative Department Director Dave Sweeney, and Director of Communications Duke Zeller.



General President McCarthy with Vice President Arnie Weinmeister.



Trustees R.V. Durham and Ben Leal.

General President McCarthy updates Board on progress of contract negotiations and organizing campaigns.

Teamsters Tame the Red River: Earn High Praises from Management

Teamster members of Local 568 in Shreveport, Louisiana, have written a new chapter in the history of the famed Red River, known to most Americans as a symbol of the Great Depression and the Dust Bowl and as the inspiration for John Steinbeck's epic, *The Grapes of Wrath*. The mighty river currently brings no wrath, but only praise, for the Teamsters who have helped carve a 236-mile navigation channel from the Mississippi River, about 75 miles above Baton Rouge, Louisiana's state capital, to far inland Shreveport, making commercial navigation possible on the river.

Laird F. Evans (left), secretary-treasurer of Local 568, Shreveport, LA, is pictured with members (left to right), Floyd Chelette, Earnest Perkins, Elbert McLaughlin and Ronnie Mundy.

Moving a Million Cubic Yards of Soil

In August of this year, Teamster construction members employed by C.J. Rogers, Inc., with corporate headquarters in Flint, Michigan, excavated more than a million cubic yards of soil from the Red River Lock and Dam Project Number Three, an important link in the channeling project. According to David Phillips, an engineer with C.J. Rogers, this excavation set an all-time record for the company, which has been in business for 68 years.

Shreveport Teamsters Commended for Efforts

The members of the Shreveport local and the principal officer, Secretary-Treasurer Laird F. Evans, recently received a formal commendation from C.J. Rogers in the form of a letter of appreciation. The company thanked Evans for the "effort made by the Teamsters over the entire project and especially the month of August. . . . The highly skilled members of your organization were instrumental in realizing this noteworthy accomplishment."

For such a monumental achievement to be realized, a lot more than just showing up for work and doing the bare minimum is required. Only those operators and workers with the greatest skills and a commitment to excellence could possibly move a million cubic yards of soil in a month's time. Additionally, many of these Teamsters had to cross the Red River in small boats or drive as far as 40 miles to get to the frequently remote job sites.

Such a major construction project is a rarity for this area of the state and came as a godsend to Local 568 and its members. According to Secretary-Treasurer Evans, the local had over the past few years been seriously victimized by deregulation of the freight industry, as well as by a number of warehouse shutdowns. In a recent interview, Evans expressed his sincere appreciation for the efforts of the National Joint Heavy and Highway Construction Committee, of which the IBT is a founding member, in getting Teamster members employed on the project. This Committee assisted the local, keeping Evans informed about the project agreement meetings, about C.J. Rovers, Inc., and about the construction project, itself.

Teamster Workers "A Cut Above" Average

Thanks in large part to the farsightedness of the Committee, and to the willingness of Evans to put in long hours and to assist the Committee at any given time, the construction members of this reinvigorated Teamster local landed good, challenging jobs with decent wages and great satisfaction. At the very beginning, there were a few of the typical misunderstandings and instances of disharmony between the workers and management. Management, however, soon learned that the Teamster workers were a cut above the average, and relations were harmonious for the remainder of the contract.

Workers jockeyed the heavy machinery during the three eight-hour overlapping shifts, constantly battling against Mother Nature. Digging a channel in this type of terrain with bayous, swamps, and the ever-encroaching underground water from the high water table tested the workers' wits more than a few times, but their expertise and skill won out over nature. Such work can pose dangers as well as challenges, but the Teamsters never let danger or the unusually hot weather get the best of them. According to Evans, Louisiana has had for a number of years one of the highest unemployment rates in the United States, and Shreveport's depressed economy has been especially hard hit.

Praise for Local Teamsters, International Headquarters

Evans said that he is "very proud of his members and pleased with the relationship they forged with C.J. Rogers." He welcomed the contractor's commendation, but he knew well how "very deserving" the men and women were of such praise from their employer. Evans also wanted to offer praise to the Teamsters International headquarters and to the commitment of IBT Building Material and Construction Division Director Tom Kellerhuis, who, as Committee Secretary of the National Joint Heavy and Highway Construction Committee, is one of the most influential members of the Committee.

Kellerhuis coordinated with Evans, with Committee Director Terry Bumpers, and with the contractor to make the local's members and their employer more competitive in bidding for the project.

Within a few years, Shreveport will once again live up to its name Shreve*port* and the economy of the area will offer an anticipated 15,000 new jobs, increased business sales, cleaner water, and expanded recreational facilities. For all this, Teamsters members from Local 568, Secretary-Treasurer Laird Evans, the National Joint Heavy and Highway Construction Committee, and Division Director Tom Kellerhuis can take the credit along with C.J. Rogers Inc., and the federal government, which provided the funding. The Red River will flow with commerce and prosperity, and never again, it is hoped, be symbolic of depression.

National Joint Heavy and Highway Construction Committee

Formed in 1954, the National Joint Heavy and Highway Construction Committee consists of representatives from the International Brotherhood of Teamsters and from the Laborers', Operating Engineers, Operative Plasterers' and Cement Masons', Carpenters and Joiners; Bricklayers and Allied Craftsmen; and the Bridge, Structural and Ornamental Iron Workers international unions.

The Committee coordinates the activities of the member unions with the objective that heavy and highway construction be as thoroughly organized as possible. The member unions are all agreed on two overriding principles—"That it is essential that all local unions of the respective organizations adhere to the procedures and objectives as outlined in the Committee's handbook; and that all member trades are encouraged to work together in an atmosphere of mutual cooperation to further enhance the objective of organizing the heavy and highway construction industries."

The Committee has a computerized job tracking system to reveal in advance the construction jobs that are scheduled to become available. The Committee can alert unionized contractors to see if they want to bid on the upcoming projects, and the Committee alerts locals of the member organizations about the project and the project agreements.

At this point, the Committee's "Davis-Bacon Coordinating Committee" starts negotiating to win prevailing wage rates, or as close to the prevailing rates as possible, on the upcoming construction projects.

These efforts by the National Joint Heavy and Highway Construction Committee enable union contractors to be competitive and thereby win contracts. When wage rate considerations are taken out of the competitive bid process, union contractors nearly always win the contract bids over nonunion outfits.

Teamsters Sponsor Golf Tournament

Members of labor and management recently joined together for the Teamsters Invitational Golf Tournament at the Grenelefe Golf and Tennis Resort in Orlando, Florida, to offer charitable support to the Little City Foundation in Palatine, Illinois.

A total of 260 men and women amateur golfers from the labor, business, and professional communities took part in the tournament and joined forces for the shared purpose of helping the developmentally disabled. The Little City Foundation is a national program which has expanded and unlocked the human potential for thousands of young men and women nationwide.

The top 10 men golfers gave their all to the Little City competition.

Little City's goal is to train those who are developmentally disabled to take advantage of their strong points and develop that potential, thereby enabling them to become advocates for themselves. All families, including Teamster families throughout the country, will benefit from the national development programs Little City has to offer. As more and more people hear about the ever-expanding programs Little City has devised, and its unique rehabilitation concepts to make the lives of the handicapped better, they become firm believers, and most often, enthusiastic supporters of the foundation's efforts.

This past year has been an exciting one for the Little City Foundation. This active charity has training programs which teach people who are developmentally disabled how to use the equipment in public access television stations and they have been nationally acclaimed for this advancement. They have been praised by the American Broadcasting Corporation, Cable News Network, and by many daily and weekly tabloids.

This year's very successful golf tournament netted over $200,000, all of which will be donated to Little City Foundation for use toward its national programs for the developmentally disabled.

Five of the six top scoring women's competition golfers pose with General President McCarthy.

Top Scoring Golfers

The winner of this year's International Brotherhood of Teamsters Invitational Golf Tournament was a man very active in the labor movement and a member of the Teamsters Union, Ron Strzelecki, secretary-treasurer of Teamsters Local 344 in Milwaukee, Wisconsin. General President William J. McCarthy presented Strzelecki with this year's winner's trophy for the best overall score.

In the women's competition there were six top-scoring golfers: Teri Thompson, Beverly Kellerman, Pauline Rossignol, Jane Tamaki, Lisa Pellard, and Rose Trerotola.

With the Teamsters offering charitable support by participating in this golf tournament, it provides

Welcome
to the...
AMSTERS' INVITATIONAL
GOLF TOURNAMENT
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Served Everywhere
by
ittle City Foundation
Thank You!
RAM
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such charitable organizations as the Little City Foundation with the funding needed to expand research for the developmentally disabled. There are dedicated planners at Little City working diligently to find out how they can better train disabled children and adults throughout the nation.

Thanks Offered For Teamster Support

Robert Dachman, executive director of the Little City Foundation, said, "As a direct result of this successful golf tournament, we are able to introduce innovations and dynamic programs for all who have developmental disabilities." He also expressed appreciation to all who donated their time and dollars to assist this very worthwhile charity.

Dachman offered a special note of thanks to Teamsters General President William J. McCarthy and the leadership of the International Brotherhood of Teamsters for their many years of support. He said that the Teamsters are helping broaden the potential of all who are developmentally disabled and they have touched the hearts of everyone.

Little City Resident Visits Teamsters

General President McCarthy talks with Little City resident Gregornik.

Teamsters at the special meeting convened by General President McCarthy in Chicago were visited by Barb Gregornik, 25, an extraordinary resident of Little City, the residential community of 300 children and adults with mental retardation that is strongly supported by the Union.

Barb is the first person with mental retardation to win a national video award. She received her award on July 14, 1988, at the Hometown USA Video Festival in Tampa, Florida, for her compelling biography, "My Life Story." Her film was also one of 10 videos selected by festival judges to be screened in film festivals and aired on television in Paris and Berlin.

Gregornik is one of 1,700 videomakers who submitted videos to the video festival. There were approximately 90 winners. The competition is sponsored by the National Federation of Local Cable Programmers.

She received her award in the "Documentary Profile" category. The video traces her happy childhood growing up in Schaumburg, Illinois, with her four sisters and a brother.

Barb was born with Treacher Collins Syndrome, a genetic disorder that has symptoms that include folding of the lower eyelids, structural problems in the facial bones, and external ear defects. Barb is also hearing impaired.

Gregornik has lived at Little City, in Palatine, Illinois, since 1984. Currently she works in the mailroom at Motorola in Schaumburg.

She is a graduate of Project VITAL (Video Induced Training and Learning), Little City Foundation's innovative and highly praised basic cable television training program. VITAL teaches people with mental retardation how to operate television equipment in local public access cable television stations. VITAL trainees are then able to use these skills to produce their own video programs.

DOT Issues New Alcohol Rules For Truck, Bus Drivers

New federal regulations which took effect October 27, 1988, are designed to penalize truck and bus drivers for alcohol use at levels far below those in effect for other drivers.

The new regulations require commercial drivers to be disqualified for at least one year if they are found to have blood alcohol concentration of .04 percent or higher while driving a commercial vehicle. This is less than half the level of alcohol that is considered "driving under the influence" in most states.

A second important feature of these new regulations is that police officers will be able to order commercial drivers out-of-service for 24 hours for *any* measured alcohol level—no matter how low. In some states, a truck driver will be subject to being ordered out-of-service for 24 hours for "any detected presence of alcohol," even without a breath test.

While the U.S. Department of Transportation considers these regulations to be in effect now, it will generally take action by state legislatures or state transportation agencies before police or motor vehicle inspectors will be able to enforce them.

Teamsters Safety and Health Director R.V. Durham blasted the new DOT rules, saying that they have the potential to create a lot of hardship for commercial drivers who do not abuse alcohol. "Of course we are opposed to drunk driving," said Durham, "but that is not what these new regulations are about."

He pointed out that DOT's own statistics show truck drivers are much less alcohol-involved than drivers of other vehicles. He said truck drivers make a convenient scapegoat for today's truck safety problems. "The real cause of the decline in truck safety is the chaos that has been caused by deregulation, and DOT's failure to issue and enforce effective truck safety regulations."

In a letter to all Teamster local unions in the United States, General President William J. McCarthy said, "We believe this new alcohol rule is unreasonable and unfair to our members. We are, of course, concerned with highway safety and the many factors which threaten it, including the use of alcohol. We are as anxious as anyone to get drunk drivers off the road. But we are concerned the new regulation will result in a lot of hardships for truck drivers who do NOT abuse alcohol."

Summary: New DOT Alcohol Rules

24 Hours Out-of-Service

A commercial driver will be placed out-of-service for 24 hours if he or she is found to have *any* measured alcohol concentration, or if the presence of alcohol is "detected" by a law enforcement officer . . . even without a breath test. (DOT will leave it to the individual states to decide what "detected" means.)

This applies to drivers in interstate commerce of trucks over 10,000 pounds or carrying placarded hazardous materials; and buses which can carry more than 15 people. It is expected that in most states this will apply also to intrastate commerce.

One-Year Minimum Disqualification

A driver who tests at or above .04 percent blood alcohol concentration while driving a commercial vehicle will be disqualified for at least one year on the first offense.

The breakdown is as follows:

- Trucks 26,000 pounds and over—(not placarded) interstate or intrastate—one year first offense, lifetime second offense.
- Any placarded vehicle—interstate or intrastate—three years first offense, lifetime second offense.
- Buses designed to carry more than 15 persons—interstate or intrastate—one year first offense, lifetime second offense.
- Trucks 10,000—26,000 pounds—(not placarded):

Interstate—one year first offense; 3 years for second offense within three years of first offense.

Intrastate—In most states, the same as for interstate.

A commercial driver who refuses an alcohol test will be considered "DUI," the same as a driver who tests at .04 or above.

This rule will not require states to treat .04 as a criminal DUI violation. DOT's main goal is to get the states to suspend commercial drivers' licenses for a year (or more) at .04.

New Brochure Shows Safety and Health Advantages of National Master Freight Agreement

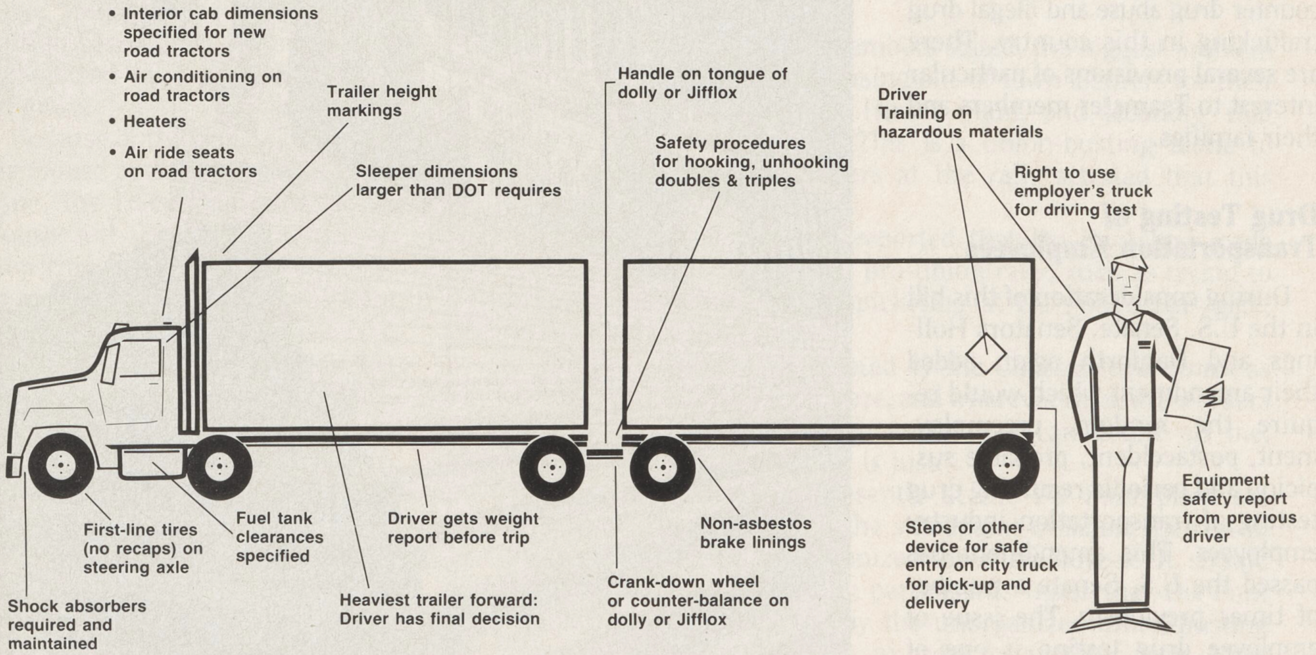
The new Teamster brochure shown here illustrates the many safety and health benefits enjoyed by Teamster truck drivers under the National Master Freight Agreement, which are not provided by laws.

Teamster Safety and Health Director R.V. Durham cited this often unnoticed benefit of Teamster representation in a letter introducing the brochure to local unions with members covered by this Agreement: “For many years now, the IBT and our local unions have actively pursued safety and health issues at the bargaining table. We have often won safety and health protections for our members through collective bargaining which go well beyond the minimum requirements imposed on employers by government agencies such as DOT and OSHA.”

> *“The Employer shall not require employees to take out on the streets or highways any vehicle that is not in safe operating condition, including, but not limited to equipment which is acknowledged as overweight or not equipped with the safety appliances prescribed by law.”*
>
> —From Article 16, Section 1
> National Master
> Freight Agreement

The brochure is aimed primarily at truck drivers, but Durham pointed out that the current agreement also contains important new safety and health gains for Teamster mechanics and dock workers. Numerous other Teamster contracts also contain safety and health provisions which are stronger than government standards.

Several IBT local unions have been requesting copies of the new brochure for use in organizing campaigns, as well as for distribution to their own stewards.



• Interior cab dimensions specified for new road tractors
• Air conditioning on road tractors
• Heaters
• Air ride seats on road tractors
Trailer height markings
Sleeper dimensions larger than DOT requires
Handle on tongue of dolly or Jifflox
Safety procedures for hooking, unhooking doubles & triples
Driver Training on hazardous materials
Right to use employer's truck for driving test
Equipment safety report from previous driver
First-line tires (no recaps) on steering axle
Fuel tank clearances specified
Driver gets weight report before trip
Non-asbestos brake linings
Steps or other device for safe entry on city truck for pick-up and delivery
Shock absorbers required and maintained
Heaviest trailer forward: Driver has final decision
Crank-down wheel or counter-balance on dolly or Jifflox

The National Master Freight Agreement offers drivers more safety and health protection than government regulations, and gives drivers stronger rights to see that safety regulations are followed.

Congress Drops Controversial Drug Testing Provisions

The Teamsters Union has presented testimony and sent expert witnesses to testify before every hearing scheduled by the U.S. Congress to consider drug testing in the transportation industry. The IBT's point of view has not gone unheeded by Congressional committees, and the union's efforts have not been in vain. Recently, Teamsters were successful in having one of the most unacceptable proposals concerning drug testing disregarded by both the House of Representatives and the U.S. Senate—the proposal was in the form of an amendment which would have mandated carrier testing of transportation employees.

The Congress has passed and sent to the president for his signature H.R. 5120, the Omnibus Drug Initiative Act. This legislation contains numerous proposals to counter drug abuse and illegal drug trafficking in this country. There are several provisions of particular interest to Teamster members and their families.

Drug Testing of Transportation Employees

During consideration of this bill in the U.S. Senate, Senators Hollings and Danforth again added their amendment which would require the random, preemployment, postaccident, probable suspicion and periodic recurring drug testing of transportation industry employees. This amendment has passed the U.S. Senate a number of times previously. The issue of employee drug testing is one of the most controversial and emotionally charged issues to be considered by the U.S. Congress. Public opinion, fueled by drug-related accidents, in particular the Amtrak-Conrail train accident in Chase, Maryland, has demanded action by the Congress and the Administration to mandate drug testing of truck drivers, mechanics, airline pilots, flight attendants, railroad engineers and crews and other safety sensitive transportation employees.

The Senate amendment to the drug bill simply mandated carrier testing of these employees. Difficult questions regarding laboratory certification, chain of custody procedures, constitutional protections of employee rights, rehabil-

itation and job retention rights, and private rights-of-action were left unaddressed by the provision.

During consideration of this proposal by the Joint Congressional Leadership Committee, passage of this provision focused on two critical issues, i.e., rehabilitation rights for those testing positive and an employee's right to the retention of his employment. Members of the House Public Works and Transportation Committee and the Energy and Commerce Committee, who had the support of the Speaker of the House and the House Majority and House Minority Leaders, insisted that these two provisions must be part of any congressionally mandated drug testing provision. The Senate committee members, however, were adamantly opposed to any employee rehabilitation provisions or legislative language requiring job retention based upon the successful completion of a drug assistance program.

Because of the impasse between the House and the Senate on this issue, the leadership both of the House and the Senate agreed to drop this provision from the bill. As a result, this controversial issue was not mandated by law. The U.S. Department of Transportation has initiated rulemaking on this matter, and the issuance of these rules could come at anytime. It is certain that any rule requiring random drug testing will be challenged in the federal courts by the IBT and other transportation industry unions.

Despite the legislative victory, the Department of Transportation issued its own rule requiring random drug testing of truck and bus drivers. As this issue goes to press, the IBT Safety and Health Department is analyzing that ruling for its effect on Teamster members.

Union-Busting at Du Pont Plant

Teamster members of Local 515 in Chattanooga, Tennessee, and members of the Chattanooga Building and Construction Trades Council recently held a rally in the city to protest the use of nonunion workers at the Du Pont plant in Chattanooga.

The organized march and rally of 3,000 union members and supporters started at the Chickamauga Dam and then advanced up to Access Road, assembling in front of the Du Pont plant in Hixson, Tennessee. These strong union supporters all shared the same goal—to end union-busting, first in their hometown and then, throughout the South. These Teamster members knew that if they did not protest the union-busting efforts put forth by Du Pont, it could and would happen again with other companies throughout the state of Tennessee.

Guest speaker and march leader for the all-day rally was the Rev. Jesse Jackson. Jackson, who has a sound pro-labor record, spoke to participants of the rally about the importance of "sticking together to win this battle." According to reports in the *Chattanooga Times*, Rev. Jackson said, "Union in. Scabs out!" He also warned the crowd about being "trapped between low wages and no wages." Jackson gave the crowd an upbeat enthusiasm and an optimistic employment outlook in the South in the future. In order to beat union-busting efforts, Teamsters believe that labor must stand tall and not settle for less to obtain their goals.

As one of the Teamster members stated, the biggest problem is that the Du Pont plant is using out-of-town laborers for their construction project at the Hixson plant, and secondly, that they're nonunion workers. This is a union-busting tactic to bring in scabs, and members at the rally attested that this should not be allowed.

The *Chattanooga Times* reported that Du Pont had made various attempts to halt this pro-union rally, such as trying to have an injunction against picketing at Du Pont's rear gate, but the bid was rejected.

The Rev. Jackson was quoted by the *Chattanooga Times* as saying "workers invited me here, and wherever there are workers fighting for fair wages, they know they can count on me, because I believe your cause is just."

Many of the workers presently at the Du Pont plant are organized. Therefore, from the standpoint of labor, the rest of the workers should be organized labor employees. It should never be half-and-half. Rally participants insist that Du Pont should not be allowed to pay the unorganized union-busting scabs low wages, no benefits, in order to cut their costs. They must pay all employees equally and decent benefits, as they've had to in the past to the organized union members.

Much thanks and appreciation go out to the Southern Conference of Teamsters and Director Joe Morgan for helping make this rally such a success. Their advice, expertise, and support made the difference.

Important Issues Face President, Congress, Governors

Teamster Grass Roots Support Helps Candidates Win Elections

After a long, sometimes grueling, two-year campaign, the American people have spoken at the polls.

They have chosen George Bush, the Republican, as president by a solid margin, but have strengthened the Democratic majorities in the U.S. Senate and House, and in the nation's governorships.

What does this mean for working people and for labor unions? Once again, the Teamsters Union and the entire labor movement established itself as a major player in the political process, from the primaries through the general election. But whether this activity will translate into advances on the legislative agenda for working Americans remains to be seen.

Even though the labor movement was split in its support of presidential candidates, elements of both parties, Democrat as well as Republican, displayed an understanding and a sensitivity to the needs of working Americans.

This is not to say that labor's opposition is weak. It is not. Corporate America bankrolled the candidacies of a large number of politicians, many of whom were successful. Like the labor movement, the monied-interests enjoyed victories in Congress and in some governors' races.

Teamster Support Helpful

The Teamsters Union endorsed 28 candidates who were running for the U.S. Senate. On election night, it became clear that the Union's efforts to help these individuals were very successful. Ringing doorbells, making telephone calls, taking people to the polls—these were just a few of the activities that Teamster members across the country were involved in to help elect candidates that were sensitive to their needs.

Commenting on the Union's involvement in the election, Teamster General President William J. McCarthy said, "We won some big victories. The important thing is that we were involved and that we made our presence known. It is really a tribute to the Teamster members and to the local unions that we will have a strong base of support to start from as we advance our legislative agenda with the new president, Congress and the governors."

The record shows that Teamster support is beneficial to candidates. The list of Democratic contenders for the Senate that the Teamsters endorsed and who won include: Edward Kennedy, Massachusetts; Dennis DeConcini, Arizona; Spark Matsunaga, Hawaii; George Mitchell, Maine; Paul Sarbanes, Maryland; Donald Riegle, Michigan; Frank Lautenberg, New Jersey; Jeff Bingaman, New Mexico; Pat Moynihan, New York; Quentin Burdick, North Dakota; Howard Metzenbaum, Ohio; Jim Sasser, Tennessee; Lloyd Bentsen, Texas; Charles Robb, Virginia; Robert Byrd, West Virginia; and Herbert Kohl, Wisconsin.

The Union also endorsed two Republicans for the U.S. Senate who won handily: John Heinz III, Pennsylvania, and Jim Jeffords, Vermont.

In the state gubernatorial races, the Teamsters Union also endorsed several Democratic candidates who were victorious. The Teamster-backed winners include: Evan Bayh, Indiana; George Sinner, North Dakota; Madeleine Kunin, Vermont; Booth Gardner, Washington; and Gaston Caperton, West Virginia.

Slight Change In Congress

Before Election

	Dems	GOP
House	257	178
Senate	54	46

After Election

	Dems	GOP
House	261	174
Senate	55	45

Important Issues Await President

Some very important issues confront the incoming president. The federal deficit stands at $146 billion. American-Soviet relations, Central America, and Iran will continue to pose major challenges. Many voters identified the environment, education, and the drug problem as key concerns in their voting decisions.

Another issue that will capture the nation's attention during George Bush's term in office is judicial appointments. The looming retirements of several Supreme Court members may offer the president-elect an opportunity to leave a lasting philosophical imprint on the bench.

Teamster Agenda

The 100th Congress adjourned leaving a mixed record of success and failure in terms of the legislative areas that are important to working Americans and their families. There will be important battles in the near future.

One area of critical importance to Teamster members left unresolved by the U.S. Congress is random drug testing of transportation workers. Labor lobbyists can claim a modest achievement in this regard since Congress failed to enact any law that would require the mandatory drug testing of these employees. While hundreds of Teamsters will not face this rule of law immediately, the issue of drug testing will remain active through planned rule making at the U.S. Department of Transportation and through future legal challenges by the International and other transportation unions.

The reform of the laws governing the collective bargaining rights of workers remains an emotional and contentious issue for the Congress. Issues to be resolved include the circumvention of labor laws, the increased use of leased employees, and the slowness of the National Labor Relations Board in certifying elections or deciding other labor dispute questions. Reforms are also needed in the National Labor Relations Act involving the hiring of permanent replacements to break strikes.

Trade remains an important issue with workers. With the passage of the Plant Closing Notification law, labor made some important progress in this area. Battered industries such as textile, apparel and shoes still need some assistance. A textile bill is likely to be introduced in the next Congress.

Public and Worker Safety

The Teamsters Union will continue to closely monitor developments in the motor carrier industry. Most importantly, the Union is seeking to insure that federal health and safety rules and regulations are strictly enforced for all segments of the industry. This includes shippers, who must bear some responsibility for public and worker safety in choosing carriers that will transport their goods.

Likewise, the Union will continue battle to assure that the federal government will fulfill its responsibility for a safe and smoothly functioning airline system. Recognition of the position of workers as an integral component of safety is important here. Labor protective provisions for airline employees adversely affected by deregulation is also important.

Despite what the candidates said during the campaign, if the federal government is going to continue to operate, it is going to have to raise more revenues. Often, the easy way out for politicians is to enact the so-called "sin-taxes" on alcohol and cigarettes or to raise taxes on gasoline. These types of proposals would affect Teamster members employed in the beer, soft-drink, and distilled spirits production or distribution industries, as well as in trucking. Higher prices for the products and lower profits for the companies could result, with corresponding demands by management to hold down wages. Gasoline prices have a large bearing on the profitability of trucking concerns, and on the earnings of owner-operators.

Other key issues that will probably be considered by Congress include the Davis-Bacon and double-breasting issues both a concern of workers in the building trades.

Congress should also take a hard look at some family issues. Working families also need catastrophic and minimum health care protections. Day care and parental leave are likely to be hot political issues.

How much legislative movement can Teamsters achieve in these areas that are so vital to workers and their families? The answer remains to be seen. The Union is committed to working at all levels of government to make progress a reality. As was shown in the election, the participation of Teamster members in the political process and in DRIVE is critical to getting the job done.

Missouri-Kansas Conference of Teamsters Holds Annual Conference

International Vice President Daniel C. Ligurotis assured some 75 delegates and guests at the annual meeting of the Missouri-Kansas Conference of Teamsters that the International Union will overcome the government's attempt to put the Union in trusteeship.

Ligurotis, the principal speaker at the meeting, made his first appearance before the Missouri-Kansas Conference as the International Director of the Central Conference of Teamsters. He represented General President William J. McCarthy who was unable to address the meeting.

Ligurotis brought greetings from McCarthy to the delegates. The Union is in excellent hands under the new General President, Ligurotis said. "Bill McCarthy is a trucker at heart," he told the delegates. "He knows freight, he is a team player. He is solidifying the General Executive Board to meet the challenges facing the Union."

About one of the major challenges facing the Union, the government's RICO lawsuit, Ligurotis said it is a problem for all Teamsters. "But," he added, "we will overcome it. . . . If all Teamsters are as solid and as determined as the Teamsters in Missouri and Kansas, you know we will," he said.

Discussing his goals as the new Director of the Central Conference, Ligurotis said he would make some changes. "I plan to streamline our divisions and establish some new ones," he said.

He announced that he will re-establish the Central Conference Research Department and that organizing will be stressed. "There are a lot of people out there on the street who want to be part of our Union," he said. "We have to go after them."

AMERICA WORKS BEST WHEN WE SAY...
UNION

Ron Gamache, secretary-treasurer of the Missouri-Kansas Conference, congratulates Conference Director Ligurotis (second from left), while Bobby Sansone, president, and Dave Sweeney (right), IBT Legislative Director, look on.

The delegates and guests gave Ligurotis a standing ovation after Missouri-Kansas Conference President Robert C. Sansone introduced him, and another one after he concluded his address.

The delegates unanimously adopted resolutions pledging the support of Teamsters in Missouri and Kansas for General President William J. McCarthy. General Secretary Weldon Mathis and the General Executive Board of the International Union and for Ligurotis as the International Director of the Conference of Teamsters.

Sansone, in remarks to the delegates, noted that the Missouri-Kansas Conference always supports the leadership of the International Union. "Through the election by the General Executive Board of General President William J. McCarthy to succeed the late General President Jackie Presser, the union's constitutional process was at work," he said. "Now it is incumbent on us to stand united and support our new General President, our General Secretary-Treasurer, and the General Executive Board," Sansone said.

"We cannot afford divisive rumors," he added. "No one from the outside can destroy the International Brotherhood of Teamsters if we are united."

David Sweeney, director of the International Union's Legislative Department, gave the delegates a report on legislative developments in Washington. He criticized Senator John Danforth (R-MO) for his persistent efforts to enact legislation to expand random drug testing in the various transportation industries which the Teamsters and other transportation unions oppose.

Sweeney praised the local unions in the Missouri-Kansas conference who have raised $15,000 or more among their members for DRIVE, and urged those who have not yet reached that plateau to make greater efforts.

Sweeney told the delegates that General President McCarthy puts a very high priority on the International Union's DRIVE program.

Both Sweeney and Matt Abboud, legislative director of the Missouri-Kansas Conference, stressed the importance of Teamsters and members of their families voting in the upcoming general election November 8th. Both stressed that what unions win at the bargaining table, they can lose through unfavorable legislation and government regulations.

"As a union, we need to demonstrate that we can deliver votes," Sweeney said, and Abboud noted that, "Bad politicians are elected by good citizens who do not vote."

Tony Locke, director of the Warehouse Division of the Western Conference of Teamster, brought greetings from International Vice President Arnie Weinmeister, director of the Western Conference of Teamsters.

Locke also reported on the recent development in the strike by Teamsters in northern California against Fleming Companies, Inc. The strike began on June 9, at six distribution centers in northern California. When negotiations broke down, General President McCarthy authorized extension of the picket line to other Fleming facilities throughout the country, including Kansas City and Joplin, Locke reported.

At that time, General President McCarthy and International Vice President Walter Shea, executive assistant to the General President, took a leading role in the negotiations and brought about the tentative settlement, he said.

Locke praised the efforts of General President McCarthy and Shea leading to the agreement under which the company will resume bargaining with the local unions in northern California that have a direct dispute with the company. The members of those unions will have the options not only to strike or accept the company's proposal, but to go to binding arbitration.

Under the agreement, Teamsters who were not involved in a direct dispute with Fleming returned to work, Locke said. He thanked Teamsters in Kansas City and Joplin for their support.

In his address, Ronald J. Kubalanza, executive director of the Central States, Southeast and Southwest Areas Health and Welfare and Pension funds, memorialized George Lehr, his predecessor, who succumbed to cancer on March 21. "We all lost a very good friend and the Pension and Health and Welfare Funds suffered a terrible loss," he said.

Wayne L. Cole of the Jefferson City office of the U. S. Department of Transportation's Office of Motor Carrier Safety explained the recently enacted Missouri State Law which exempted, under a "grandfather" clause, intra-state drivers who had been licensed before last May 13 from the physical requirements of the new federal drivers license regulations. The bill was passed at the strong urging of the Teamsters and Gas Workers Local 5–6 in St. Louis, Missouri.

Missouri Attorney General William Webster, who had been endorsed for reelection, reported on his office's activities in behalf of workers and consumers.

Bringing fraternal greetings from other labor organizations were Daniel J. (Duke) McVey, president of the Missouri AFL-CIO, Richard Mantia, executive secretary-treasurer of the St. Louis Building and Construction Trades Council, AFL-CIO, and Dave Carter, safety director for the Seafarers International Union, who represented Mick Sacco, SIU international president and a friend of the Teamsters in St. Louis.

Committee Approves Signal Delivery Pact

The tentative three-year agreement between the Teamsters Union and Signal Delivery Service was overwhelmingly approved by the union's two-man committee at a meeting in Chicago, Illinois, on October 27. The rank-and-file will vote on ratification at their local unions on November 19 and 20. If ratified, this will be the first national agreement between the union and the company in their history.

Presently, the nearly 3,000 Teamster Signal Delivery employees are covered by 15 separate agreements with a wide disparity in wage rates, benefits, and working conditions. Upon ratification, the new national master agreement will not only provide uniform protections, but also improved conditions, job security and increased wages. In a letter to Signal Delivery Service Teamster members, General President McCarthy pointed out that there were no concessions made on the union side. On the contrary, every Teamster member working under this contract will gain from its ratification.

The International Teamster magazine will report the results of the secret ballot vote in next month's issue.

Ontario Teamsters Overwhelmingly Approve New Canadian Freight Agreement

Pictured left to right are: Local 938 Recording Secretary Fred Johnson, Federal Conciliation Officer Warren Edmonston, Local 938 President and Chairman of Negotiations Charles Thibeault, Local 879 President and Co-Chair Joe Contardi, Local 938 Business Agent Val Neal, and Local 879 Business Agent Ray Rock.

By an unprecedented 87 percent, Teamster members from five Ontario, Canada, freight locals gave a resounding "thumbs up" to the recently negotiated master freight and maintenance agreements.

These agreements cover approximately 5,000 members with the five Ontario freight locals involved and 11 major inter-provincial trucking companies who negotiate through an employer association. These negotiations also set a precedent for other freight negotiations across the country and, from that point of view, indirectly involve about 8,000 to 10,000 additional members. The Ontario locals involved are 91, 141, 879, 880 and 938.

Charles Thibault, president of Local 938, Mississauga, and President of Joint Council 52, acted as the overall chairman. Joseph Contardi, president of Local 879, Hamilton, and vice president of Joint Council 52, acted as co-chairman; for the Maintenance negotiations, James McKinlay, vice president of Local 938 acted as chairman and Danny McIlravey, vice president of Local 879, acted as co-chairman.

The negotiating process from a time frame consisted of eight consecutive weeks of bargaining across the table with the employers and concluded with an agreement only two days prior to the expiration date, thereby avoiding any strike action. Each local union's principal officer participated throughout the negotiations along with a conscientious rank-and-file committee from each local. The total number on the unions' negotiating committee was 35.

The wage settlement was in excess of a five percent increase across-the-board over a three-year period. However, one of the most significant benefit increases was to the pension plan over and above the present plan. The new package of pension benefits will now provide for early retirement at age 55, with 30 years of service. This plan was developed and programmed to coincide with the benefits provided for by the Canada Pension Plan and the old age security guaranteeing a pensioner upon retirement a minimum of $1,650 per month, or approximately $20,000 per year. This is a significant increase to the Ontario Teamsters Pension Plan. Additional contributions were also included in this agreement in order to continue and upgrade the present Health and Welfare Plan.

These negotiations were carried out under the supervision and guidance of the new Canadian Conference Director, Louis LaCroix, who was in constant contact with the negotiating committee.

Local 879, Hamilton, Ontario, members (left to right) Roger Scanlon, Gus Simon, and Lou Lund.

Members Approve Carhaul Contract By an Overwhelming Margin

Teamster carhaul members overwhelmingly approved the new National Carhaul Agreement in voting results reached on October 24, 1988. The final tally showed that 9,034 rank-and-filers voted in favor of a new contract, while only 4,498 voted to reject. Another 162 ballots were voided.

The figures represented a contract approval rating of 66.7 percent—the highest such rating in recent memory and an outstanding victory for Teamster General President William J. McCarthy who had taken a personal hand in directing the difficult negotiations.

Responding to the vote, President McCarthy noted that he never had any doubt about the final outcome. "I know that this contract was a giant step forward for our members in the carhaul industry and would assure our members their well deserved increases as well as job security," McCarthy said. "However, the huge margin of victory is an outstanding testament to the hard work and dedication of the entire Teamster National Negotiating Committee. Throughout these many months of negotiations they had but one goal in mind and that was to help our carhaul membership in the economic mainstream of American society. In that, they have succeeded admirably and this vote indicates that the rank-and-file agree."

Ratification of the new three-year pact came after nearly eight months of negotiations. An earlier proposed contract had been rejected by the membership on July 27.

Weeks of talks followed that rejection with Teamster negotiators focusing on those contract provisions that had raised the most controversy among the rank-and-file.

Determined to win elimination of those items, the union team finally declared victory on September 23, the date of a self-imposed deadline for a new pact. The revised agreement was mailed to the membership shortly thereafter and Teamster negotiators received well-deserved praise for their efforts when the final results were announced on October 24.

Unions Win Court Victory on OSHA Grain Elevator Safety Standard

On October 27, the Teamsters and six other labor organizations representing grain workers won an important legal victory in their 11-year fight for safe working conditions. The U.S. Court of Appeals for the Fifth Circuit ordered the U.S. Occupational Safety and Health Administration, (OSHA), to reconsider the limited way it has applied "action level" limits on the amount of grain dust that can be allowed to build up inside grain elevators.

Grain dust is highly explosive. The unions had argued for an ⅛ inch "action level" for grain dust buildup throughout grain elevators as a way to reduce the likelihood and seriousness of explosions. But under pressure from the Office of Management and Budget to save money for companies, OSHA imposed this limit only for "priority areas" of the elevator facilities.

When OSHA at last issued its final rule after a decade of delay, the Teamsters and the other unions filed an appeal in Federal court. The national Grain and Feed Association also filed a court challenge on behalf of the companies, for very different reasons.

In the most important part of the ruling, the Appeals Court agreed with the unions that a plant-wide dust action level would be significantly safer than OSHA's more limited (but cheaper) requirement. The court ordered OSHA to reconsider, saying: "OSHA must either adopt a facility-wide action level or explain why it would be infeasible to do so."

Management's primary argument in their court challenge to this rule was that OSHA should use cost-benefit analysis in its rulemaking. The court rejected this completely, but did say that OSHA has to look at the costs to determine what is "feasible." The court put a "stay" on the ⅛ inch dust action level until OSHA addresses the feasibility question.

Teamster members work in more than 100 grain handling facilities across the United States. Workers in this industry are also represented by several other unions.

The other labor organizations who took part in this court action, in addition to the Teamsters, were the American Federation of Grain Millers; the United Food and Commercial Workers; the Allied Industrial Workers; the United Transportation Union; the Retail, Wholesale and Department Store Union; and the Food and Allied Service Trades Department of the AFL-CIO.

New Rules for Sand and Gravel Industry Will Help Protect Washington Teamsters

Over the pat few years, the sand and gravel industry in Washington state has been plagued by the same forces as the rest of construction across the country. Particularly vexing has been the major inroad made by non-union companies, mostly through the exemption for material suppliers allowed in both state and federal prevailing rate laws.

Many public works contractors have used the exemption to get out from under paying the higher wage rates by shifting work previously done by contractors under the prevailing rate to material supply companies which are allowed to pay the lessor rate.

All this sliding and shifting by contractors is about to come to a halt, thanks to the recent passage of rules that will finally bring the Sand and Gravel industry under Washington's Prevailing Wage Act.

The new rules are a long overdue extension of the definition of what constitutes work on a public project to include the rolling, spreading, mixing and pouring portions of the material supplier's job. The new language simply acknowledges that these activities are work covered by the Act, rather than delivery, and therefore should be paid at the prevailed rate.

This victory is the result of an 18-month effort by Joint Council 28 under the direction of President Arnie Weinmeister. Also working on the project were Coordinator Cindy Zehnder; Legislative Representative Mike Ryherd; Local 378, Olympia, Secretary-Treasurer and Joint Council 28 Trustee Leo Sweeney; Local 839, Pasco, Secretary-Treasurer and Joint Council 28 Recording Secretary Bill Sarver; Local 252, Centralia, Secretary-Treasurer Ed Jacobson; Local 174, Seattle, Secretary-Treasurer Al McNaughton; Local 524, Yakima, Secretary-Treasurer and Joint Council 28 Trustee M.A. Tanasse; and Local 690, Spokane, Secretary-Treasurer Bob Wahl.

International Vice President Weinmeister hailed the new rules as a "welcome return to stability for the sand and gravel industry which should benefit our members tremendously."

Pictured left to right are: Local 174 Business Agents Peter Coates and Dick Leininger, Local 174 Secretary-Treasurer Al McNaughton, JC28 Coordinator Cindy Zehnder, and JC28 Trustee and Local 378 Secretary-Treasurer Leo Sweeney review Washington state's new prevailing wage rules.

Teamster Support Makes the Day

COOK COUNTY SHERIFF
CORRECTIONAL DEPT.

With the help of her Teamster local, Local 714 in Berwyn, Illinois, Correctional Officer Debra Dilworth was recently reinstated to the Cook County Department of Corrections after being unjustly dismissed. Officer Dilworth was suspended from active duty in September, 1986, by the then Sheriff pending a determination of his complaint before the Cook County Sheriff's Merit Board. In January of 1987, the Merit Board upheld the charges and severed Dilworth's employment with the Department. Recognizing that a grave error had been made, Local 714 filed an appeal of that decision with the Circuit Court of Cook County, Illinois. The Court agreed with the Union's position and reversed the Merit Board's decision. Pictured left to right are: Local 714 Business Representative Robert Riley; Officer Charles Edwards, chief steward; Officer Dilworth; Joel S. Hymen, attorney; and Local 714 Business Representative Marshall Arrington.

Teamsters Reach Agreement with Coors, Election Scheduled for December 15th

After more than a year and a half of continuous effort, the International Brotherhood of Teamsters and the Adolph Coors Company have reached an agreement which became effective November 1, 1988. As a result of this agreement, a union representation election will be held December 15 at the Coors brewery in Golden, Colorado.

Teamster representatives first met with Coors employees in March of 1987. In June of the following year, the Teamsters filed a petition with the National Labor Relations Board (NLRB) to hold a representation election. Coors, however, disputed the size of the bargaining unit of 1,600 brewery workers proposed by the Teamsters, and in turn, proposed a bargaining unit of 3,100 which would also include can and glass plant workers.

The subsequent hearings held at the NLRB to settle the dispute of the bargaining unit size were postponed when the agreement was reached with the company to hold an election.

Under the terms of the agreement, the bargaining unit of approximately 1,600 employees will include those working in the brewing, packaging and warehouse jobs in the plant, as originally proposed by the Teamsters. This unit is the same as the one covered by a union contract with the AFL-CIO until 1978.

The agreement provides for "the continued permanent cessation of the boycott of Coors and its products" as stated in the joint press release put out by the IBT and Coors. This includes not calling a boycott even if the Teamsters should lose the election.

The representation election is to be conducted by a neutral third party, independent of the NLRB. Arbitrator Tom Watkins, a professor at the University of Denver, will fill this position and oversee the cardcheck procedure and certify the results of the election.

Both parties have agreed to conduct a fair and clean election void of any name-calling or mud-slinging. Coors has publicly stated their intention to bargain in good faith and reach an agreement. The IBT expects no further delays in the election and bargaining process.

The final provision of this agreement as outlined in the joint statement calls for "a secret ballot election process which emphasizes employee freedom of choice to freely and fairly decide the question of union representation."

IBT/CWA Settle Disputes Teamster Locals Benefit

The Teamsters Union and the Communications Workers of America (CWA) announced November 1 that they have settled a series of jurisdictional disputes in the printing trades.

The agreement, affirming the "amicable relations based on mutual respect" between the two unions, deals with conflicts that arose before the IBT's reaffiliation with the AFL-CIO. Most of the disputes also predated January 1987, when the International Typographical Union became the Printing, Publishing & Media Workers sector of CWA.

The agreement was signed by Teamster President William J. McCarthy and CWA President Morton Bahr. AFL-CIO President Lane Kirkland, joining them in the announcement, said: "This is solid evidence that good faith efforts can resolve disputes. I congratulate both unions on an agreement that serves our goal of better representation for working men and women."

According to the terms of the Agreement, the IBT-affiliated Northern California Mailers Union will have unchallenged jurisdiction in their area, and the CWA will conclude the activities of its affiliate, San Francisco-Oakland Mailers Union No. 18.

For its part, the IBT disclaimed any interest in taking over bargaining units in Rochester and Elmira, New York, represented by Empire Media Union No. 15.

The two unions also reached agreement over the jurisdiction of bargaining units represented by Tampa Mailers Union No. 71, where CWA agreed to disclaim any interest and withdrew their Article XX charge in the matter. Several outstanding litigation matters surrounding these various disputes were also settled by the agreement and subsequently approved by the court.

General President McCarthy, in expressing his pleasure at the successful resolution of these matters, said, "I am glad to see these long-standing disputes resolved. It is especially important that the integrity of Local 15 in Northern California and the bargaining rights of Local 79 in Tampa have been preserved."

Teamsters/Preston Launch Successful Program To Train Tractor-Trailer Drivers

The Teamsters Union and Preston Trucking Co. Inc. have joined in a training program in New Jersey designed to combat the growing shortage of union tractor-trailer drivers.

Officials of Teamsters Joint Council 73, Northern Jew Jersey; Local 641, Secaucus, New Jersey; Preston Trucking; and the state labor department's Bureau of Customized Training have collaborated in an effort to provide the unionized trucking company with specially trained, safety-conscious employees to fill the ranks of Teamster members that have been thinned by the effects of motor carrier deregulation.

The first class of five trainees, who have become Teamster members, graduated recently and have become regular, full-time employees of Preston. The new members of Local 641 are Ron Rivers, Jorge Rosales, John Lopez, Joe Sylvester, and Jim Iveé.

PRESTON TRUCKING CO.
25229
34652
PLCBIA166
PRES
THE 151

The first graduates of the Preston/Local 641 driver training program are (left to right) Ron Rivers, Jorge Rosales, John Lopez, Joe Sylvester, and Jim Iveé.

A Success Story

Both union and management officials have characterized the pilot program as a "tremendous success story." The state customized training bureau presented the company with a check for $1,800 to defray half the cost of the $10.50 in hourly wages the Teamsters earned during the month-long 40-hour-per-week program. The company will absorb the remainder of the $20,000 overall cost of the initial training effort.

Union and company spokesmen indicate that the program's initial success will be evaluated by the rest of the industry in New Jersey, where they hope the program will expand, and that the project may serve as a model for a nationwide effort.

At the request of Joint Council 73 President Frank Carracino and Local 641 President Girolemo "Sonny" Musso, Preston agreed to participate in the program. The company has won national praise for the highly cooperative labor-management style that it initiated in 1981. The U.S. Senate has recognized Preston for its productivity. Last year, the company was named one of the nation's 10 best employers. Preston has 90 terminals and 6,000 employees across the nation.

Leo Turetsky, chief of the Office of Customized Training, has high praise for the training program and for the level of cooperation that the union and management have been able to achieve. "It is a rare and welcome association that has been forged between Preston and Teamster Local 641," he wrote in a recent letter to a Preston representative. "This cooperative association, recognizing the benefits of joint action, is the single most important element in bringing this program to fruition.

"I felt privileged to witness the students demonstrating their truck driving skills during the [graduation] "Rodeo" on October 20, 1988. Their performance and positive approach toward the required tasks proved the efficacy of the program.

"Based on the accomplishments of Preston and Teamster Local 641, I have no reservations in recommending this skills training program as the standard for the entire trucking industry in training professional tractor-trailer drivers."

Bob Contini, business agent of Local 641, who worked for 32 years for Preston Trucking, commented, "We see this as helpful to the union and the company. The program gives the industry an opportunity to solve its driver shortage by getting young people with training. We get new members."

Contini offers credit for the success of the Teamster's input and for the Union's commitment to Sonny Musso. "He and the entire executive board of Local 641 have continually monitored the program as it has developed," Contini noted. "As a result, we have nothing but positive feedback."

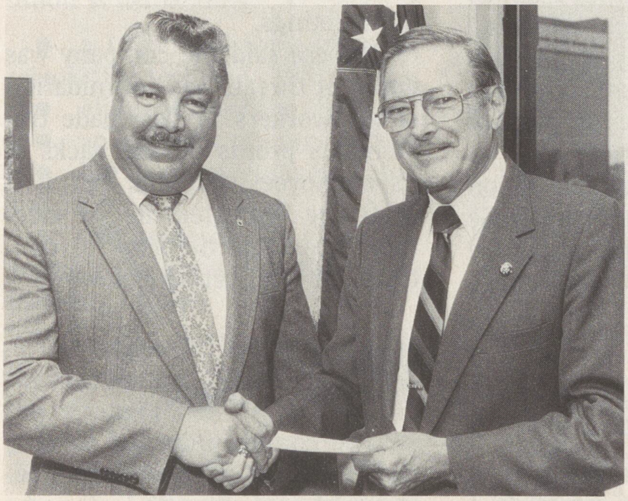
Teamster Locals Active in DRIVE . . .

Business Representative Dale J. Lelli of Local 952, Orange, California, signed up new DRIVE members among UPS employees.

Earl Nolan, Secretary-Treasurer of Local 597, Barre, Vermont, is encouraging his members to join DRIVE.

Local 261 in New Castle, Pennsylvania, signed up 100% of the feeder drives at the UPS Aliquippa Center.

These employees of CBL Trucking were signed up by Edward Watkins, Business Agent of Local 429, Reading, Pennsylvania.

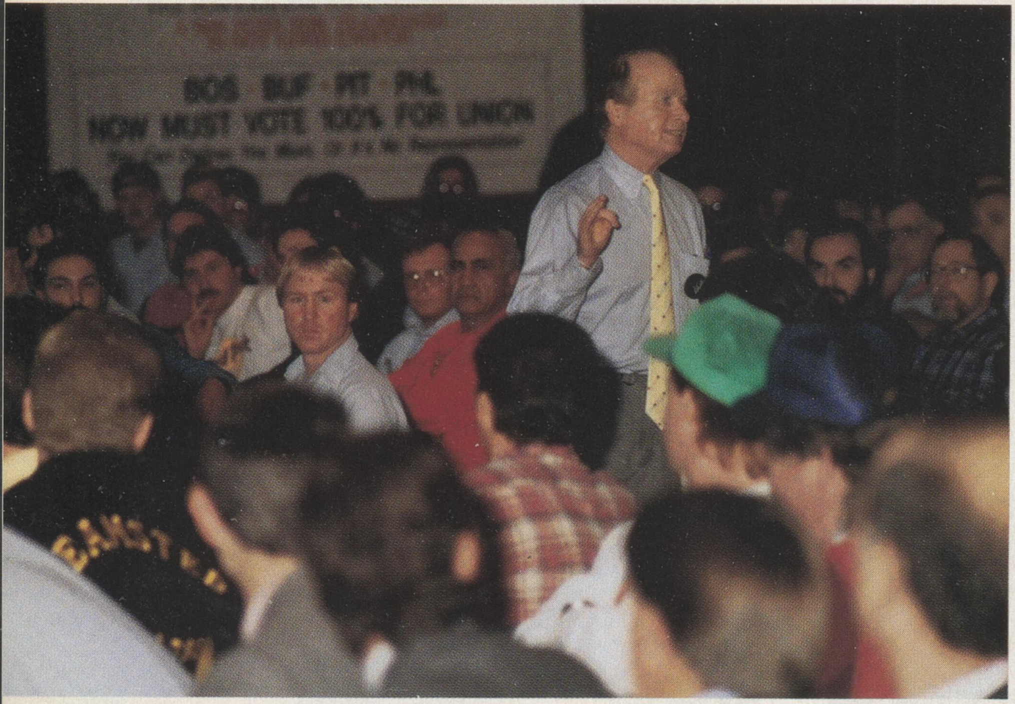


Jim Guynn (left), president of Local 171, Roanoke, Virginia, is shown here presenting a DRIVE contribution to victorious congressional candidate Jim Olin (D-VA).

DRIVE Correspondence Reminder

Like your local union, National DRIVE bases all membership records on Social Security numbers. In order to answer any inquiries, the DRIVE office must have this information to access your records. Please be sure to include your Social Security number along with your name, address, Teamster affiliate, and employer when communicating with National DRIVE.

Airline Division Wages All-Out Fight For USAir Employees


BOS BUF PIT PHL
NOW MUST VOTE 100% FOR UNION

Airline Division Director William F. Genoese, Sr., speaking to USAir fleet service workers in Pittsburgh, found they were very well informed about the issues in a union representation election being conducted by the National Mediation Board. The company has spent tremendous amounts of money in an effort to beat the Teamsters.

Approximately 4,000 fleet service employees at USAir are voting in a union representation election as this issue of *The International Teamster* goes to press.

The National Mediation Board sent out mail ballots on November 10, 1988. They must be returned to the Board by December 14, when they will be counted.

"This is an all-out campaign that is being conducted in 100 cities from coast to coast," said Airline Division Director William F. Genoeses, Sr.

The Teamsters are the only union on the ballot, but this does not guarantee victory. The Railway Labor Act, which also governs the airlines, requires that a majority of the eligible voters cast ballots for union representation in order for the election to be valid.

Out of a unit of 4,000 workers, the Teamsters must get at least 2,001 in order to win. The union would lose if it got 1,999, because the law requires that it get the votes of 50 percent plus one of the workers in the unit.

"Organizing under the Railway Labor Act is extremely difficult," Genoese said. "We get no voter list from the government, and the Railway Labor Act does not provide for unfair labor practices."

Also, the National Mediation Board does not use the simple "YES" or "NO" ballots, and some workers are confused by the Board's ballots.

Campaign Seeks Every Possible Vote

General President William J. McCarthy called the campaign a top priority. He instructed Genoese to keep the campaign organizing staff on the job until the last minute to get in every possible vote, because one vote could make the difference.

"The company fought us tooth and nail," Genoese said. "It held captive audience meetings of the workers on the job, and it conducted a vicious, anti-union smear campaign against us."

USAir Chairman Edwin Colodny and other top executives sent letters to the workers' homes, claiming that they do not need a union, Genoese explained.

Colodny spoke to the workers on the job, but refused to answer their questions. USAir also used an anti-union videotape.

Company Attempts To Divide Workers

The company has tried to pit group against group and station against station: East Coast against West Coast, male against female, and black against white.

The Teamsters invited Colodny to attend Teamster meetings or to send a representative to them to debate the issues in the democratic American way. But Colodny failed to show up or to send anyone to the meetings.

Genoese said the company was guilty of threats and intimidation of the workers. It has made tremendous profits off the backs of its employees, he said, but if it beats the Teamsters in the election, management plans to contract out the fleet service work.

USAir Fears Teamster Strength

"The company wanted to keep the Teamsters off its property because of our strength," Genoese said. "USAir recognized the unions representing the pilots, flight attendants, mechanics and cleaners, but it fought the Teamsters."

The Teamsters already represent close to 2,000 USAir fleet service employees in Pittsburgh, Philadelphia, Boston, and Buffalo, and a big vote reportedly has been rolling in from those cities. Another 900 members of the unit are former employees of Pacific Southwest Airlines, which was acquired by USAir early in 1988. The rest of the workers are at smaller, unrepresented USAir stations.

"The company did everything it could to stall off the election," Genoese said. "It asked the National Mediation Board to expand the voting unit to include 5,000 unorganized passenger service and reservations employees, and it also asked that the election be put off until USAir completes its acquisition of Piedmont Airlines in the spring of 1989."

The board rejected USAir's arguments.

Large Vote Helps Worker Demands

The Airline Division has been in negotiations for a new contract with USAir for 16 months. The union is demanding:

- a 10 percent wage increase, retroactive to July 1, 1987.
- elimination of the "B" scale.
- an early-out retirement plan.
- big wage increases for chiefs and leads.
- full seniority for the unrepresented workers from their original date of hire.

The bigger the Teamster vote in the current election, Genoese said, the stronger will be the union's position in picking up another 5,000 Piedmont fleet service workers when the USAir-Piedmont merger is completed. The Piedmont group is unrepresented.

> *"This is an all-out campaign that is being conducted in 100 cities from coast to coast . . .*
> *The company wanted to keep the Teamsters off its property because of our strength."*
>
> *—William F. Genoese, Sr.*
> *Airline Division Director*

Management Cuts Health Insurance

Genoese said the company has been beating up on all its employees. Management unilaterally switched its employees' insurance coverage from Connecticut General to Blue Cross-Blue Shield, which meant lower benefits for everyone.

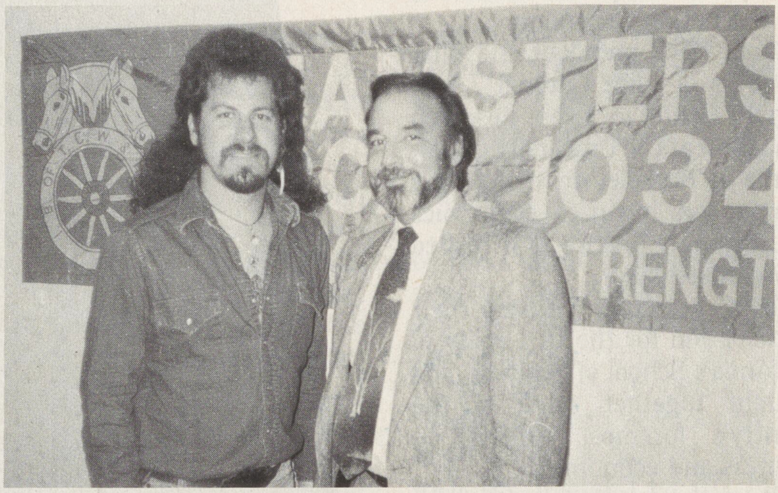
Campaign Meetings Well Attended

Shortly before the ballots went out, the Airline Division had a meeting of all USAir locals and the campaign organizing staff in Chicago to lay out final strategy.

There were tremendous turnouts at membership meetings in Pittsburgh, Philadelphia, Boston, and Buffalo.

Genoese asks that anyone with friends or relatives in the USAir voting unit contact Airline Division headquarters in New York. The phone number is (212) 686–8135.

Local 1034 Wins Election at Hertz



Local 1034, New York, NY, won a major victory at Hertz Corporation where 20 employees working as mechanics, garage men, and tow truck operators in White Plains, Westchester County Airport, and Stamford, CT, cast their votes for union representation by Local 1034. Special thanks to shop steward Patty Tibbattes who was so instrumental in helping to organize these employees. A meeting has already taken place at which proposals for a contract were gathered from the workers, and negotiations will begin soon. The Local has been given the credit for bringing one particular employee good luck. Pat Kelly (above left) believes that he is a double winner: first, Local 1034 came into his life; then he won the New York Lotto for $2 million.

J.C. 7 Sponsors Guide for Union Representatives

A booklet entitled "Labor and the New Business Environment," a recently published guide for union representatives, is a product of several seminars in business economics sponsored by Teamsters Joint Council 7, San Francisco, California, in cooperation with the University of California Center for Labor Research and Education.

The seminars originated because of the hostile takeover attempts on Lucky and Safeway stores in the California area. Up until then, the members of Joint Council 7 had been relatively unaffected by the spate of mergers, acquisitions, and takeovers within the business community. Lucky and Safeway, however, were a different situation. Sale of these businesses would affect thousands of Teamsters and their families, and protecting members was a critical goal.

Joint Council 7 realized a need to educate union representatives about the changes rapidly taking place within the business community, the corporate structure, and the nation's economy.

Chuck Mack, president, and other members of Joint Council 7 met with the Center for Labor Research Education at the University of California at Berkeley to structure a seminar on business economics and corporate finance as it related to organized labor.

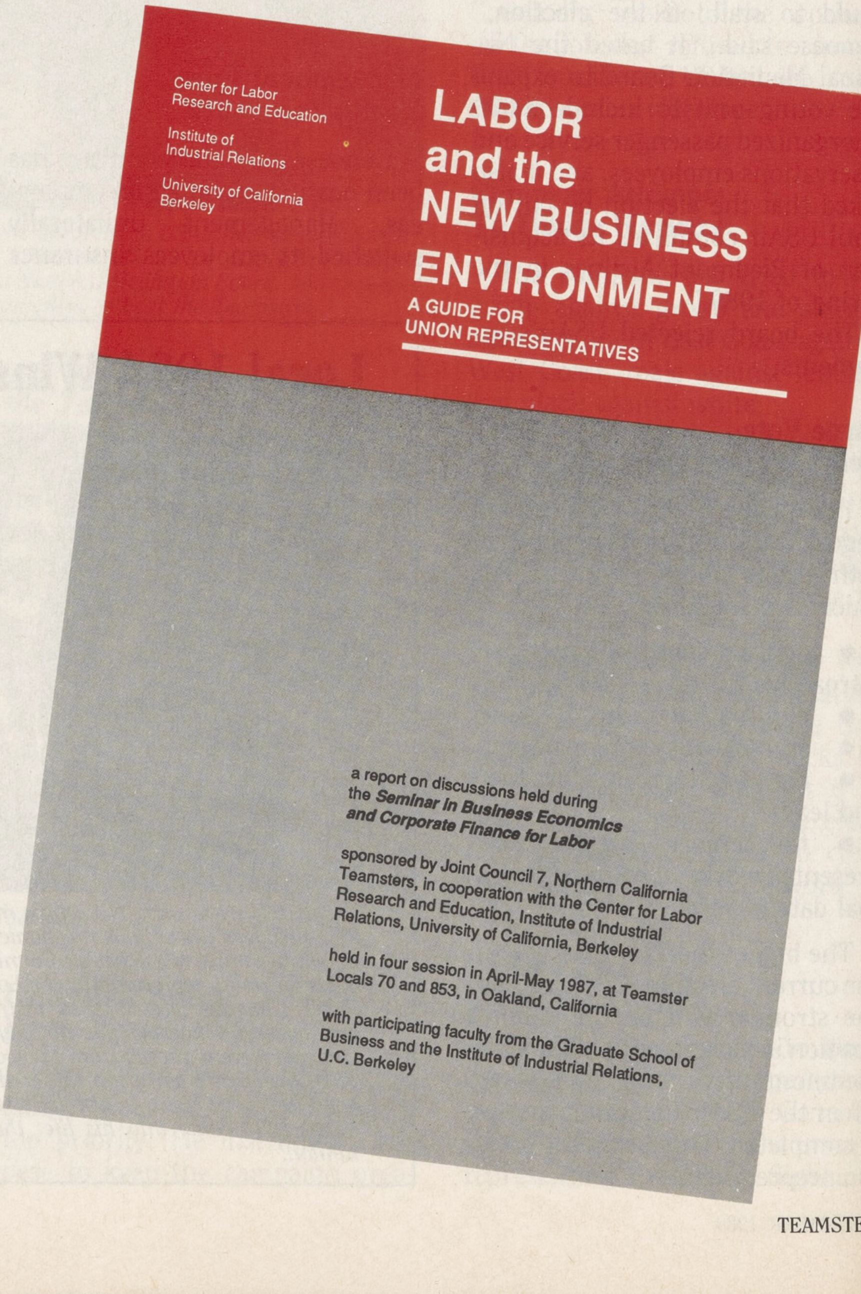
The Center then enlisted their participation for the University of California's School of Business, and brought together some of the country's foremost experts on business and economics.

All of the business economics seminars proved to be quite successful. The Teamster representatives were exposed to a whole new set of concepts, and learned the latest in business theory and corporate attitude towards organized labor. These concepts and strategies included methods for obtaining information on broad changes occurring in the world of investment, finance and business strategy; data on whether or not companies are pleading poverty or actually going into bankruptcy; and rules and regulations involved in corporate take-overs and leveraged buy-outs.

Joint Council 7 leaders feel that what the members learned will serve them well as they negotiate and administer collective bargaining agreements, and represent the membership. As Mack said, "They didn't solve all of the problems, but they did develop a lot of useful information and insight. In the long run, the only effective protection for our members may be what comes from legislated regulation and control of take-overs, mergers and acquisitions."

At some of the seminars there were differences of opinion, but with discussion a deeper understanding of the issue was finally reached.

The problems that organized labor faces in the future won't disappear because of these seminars, but the information and knowledge gained will allow labor unions more of an opportunity to focus on events which affect their membership in a negative way.



Center for Labor
Research and Education

Institute of
Industrial Relations

University of California
Berkeley

LABOR
and the
NEW BUSINESS
ENVIRONMENT
A GUIDE FOR
UNION REPRESENTATIVES

a report on discussions held during
the ***Seminar in Business Economics***
and Corporate Finance for Labor

sponsored by Joint Council 7, Northern California
Teamsters, in cooperation with the Center for Labor
Research and Education, Institute of Industrial
Relations, University of California, Berkeley

held in four session in April-May 1987, at Teamster
Locals 70 and 853, in Oakland, California

with participating faculty from the Graduate School of
Business and the Institute of Industrial Relations,
U.C. Berkeley

Eighteen-Wheelers to the Rescue in Ohio

Eleven Teamster members from Local 597 in Barre, Vermont, who drive for St. Johnsbury Trucking Company, Inc., recently drove 7,500 bales of hay to drought-stricken farmers in Hardin County, Ohio. St. Johnsbury Trucking Company donated 11 trucks and Local 597 provided 11 drivers in order to save the drought-ravaged livestock owners in Ohio.

Heading towards the mid-west, these drivers traveled a day-and-a-half with their tractor trailors loaded to capacity with bales of hay for the Ohio farm families, whose crops of hay were destroyed by the 1988 drought which affected farms all over the country. Upon arriving in Ohio, the drivers were met by the Ohio farmers and their families who had tears in their eyes and embraced these 11 drivers with sincere gratitude.

Teamster drivers (kneeling, from left) F. Plaisted, L. Towsley, R. Clace, M. Onyon, and R. Maxfield; (standing, from left) R. Wheeler, D. Frost, K. Lanlois, J. Galfetti, R. Skorstad, G. Trombley, Director of Safety Chet Arnold, and St. Johnsbury Regional Manager Paul Shaughnessy.

Vermont Farmers Donate 7,500 Bales of Hay

The 7,500 bales of hay were donated by nearly 200 Vermont farmers who were generous enough to help out the farmers in other parts of the country, such as Ohio, who weren't so fortunate due to the heat spell that affected most of North America.

For the Teamster drivers, their "hayride," was very emotional—but knowing they helped people in need, brought smiles to their faces and joy to their hearts. These drivers gave more than lip service to their union's motto: "Teamsters are people helping people."

Severity of Drought Elicits Humanitarian Effort

The convoy of 11 trucks left at 4:00 A.M. on Sunday, July 10, each with a banner on the truck saying "Hay by St. Jay." Each of the drivers had opted to assist in this convoy because they knew farming and could empathize with the farmers who rely upon the weather for their livelihood.

Teamster Volunteers Donate Time & Effort

The Local 597 truck drivers should be given high praise for their work and dedicated efforts in assisting the farmers of Ohio. They include: Fred Plaisted, Leon Towsley, Ron Clace, Matt Onyon, Ken Lanlois, Jim Galfetti, Ron Skorstad, Gene Trombley, Dick Maxfield, Dick Wheeler, and Del Frost.

For the three-day venture, the drivers' fuel was donated by the Agway Corporation. The folks of Kenton, Ohio, and nearby Hardin County treated the truckers royally, gave them lodging at the local motor inn and hosted dinners at several local churches.

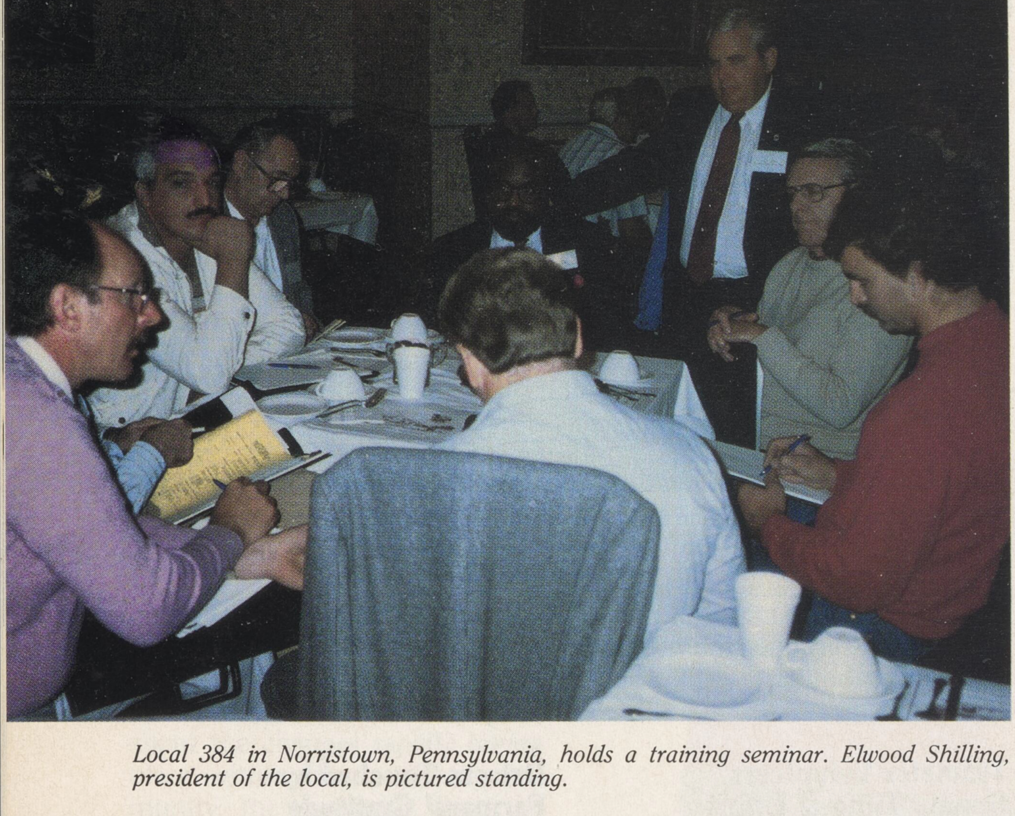
A group of Hardin County farmers personally thanked Tim Clagett, the Teamster drivers, and St. Johnsbury Trucking Company for their humanitarian efforts. They also hope that some day they will be able to repay the generous farmers in the state of Vermont and everyone who participated in the compassionate effort.

Drivers Touched by Farmers' Gratitude

St. Johnsbury Trucking and the Teamster drivers were very touched emotionally by this experience. No one who participated is soon to forget the farmers of Ohio nor the draught of '88.

The whole hayride idea was that of Tim Clagett, a resident of Bridgewater, Vermont, a horse breeder who works with the residents of Hardin County, Ohio. After seeing the gravity of the drought in Ohio, Clagett met with Vermont farmers to obtain hay donations, then met with the manager of St. Johnsbury Trucking Paul Shaughnessy. Shaughnessy said the company would volunteer use of the trucks, and he got in touch with 11 Teamster drivers who gladly donated their time to drive to and from Hardin County to deliver the hay to the owners of the drought-ravaged livestock.

Education Department Helps Keep Members Informed



Local 384 in Norristown, Pennsylvania, holds a training seminar. Elwood Shilling, president of the local, is pictured standing.

Local 41 in Kansas City, Missouri, recently held a training seminar which drew more than 120 in attendance.

It is vital to the continued life of the Teamsters Union to get our members to participate in union activities. We must keep them informed on legislative issues before Congress, collective bargaining achievements, our grievance representation role, and informing new members about their union — how we began—what it has done for working people and what our goals are.

The IBT Education Department approaches its eleventh year in 1989 aware of these challenges. Starting with stewards and expanding into every conceivable level of leadership, Teamsters have charted a unique course in terms of labor education. Multi-level programming ensures local affiliates and trade divisions subject offerings relevant to specific leadership levels, job classifications, industrial concerns, and geographic considerations, among others.

Reluctant to introduce "canned" programs, the Department strives to tailor subject matter and agenda around local or area affiliate needs. Further, professional instructors utilize a wide range of teaching methods centered around participation—a technique found to be relevant and meaningful to adult education. Programs have been lively as well as informative, with materials and manuals prepared by Education Department staff.

Teamster education programs assist local affiliates in addressing the concept of "lifelong learning." In a rapidly changing social and economic environment, union members and leaders need to update and sharpen their skills and knowledge in a number of labor-related areas. Periodic seminars are but one way to accomplish these goals.

Local 597, Barre, Vermont, held its training seminar in October.

Program offerings run the gamut from grievance handling to effective communication styles. The subject matter areas of study have become more sophisticated as society and work challenges become greater. As such, more locals are taking advantage of the Teamsters Leadership Academy to equip new and long-standing officers and agents with the tools and understanding needed to effectively represent tomorrow's membership.

Further, there remains a tremendous demand for stewards' sessions. The Department developed an innovative program for labor and management to use locally to meet the challenges of the changing industrial scene.

The Department is now scheduling for its 1989 calendar year of programs. Advance notice of at least 8 weeks is required. This time period is necessary to properly plan a program to best serve an affiliate's education needs for officers, stewards, and members.

Interested affiliates should contact: Arthur F. Kane, Director of Education, (202) 624–8117, or TITAN address - TLA 1.

TLA Holds Final Session of 1988

1988's final session of the Teamster Leadership Academy was held at International headquarters in Washington, D.C. the week of October 24th. Thirty-two local union officials from across the U.S. and Canada attended the session.

There are three million Americans alive today who have had cancer. And now one out of two cancer patients get well!

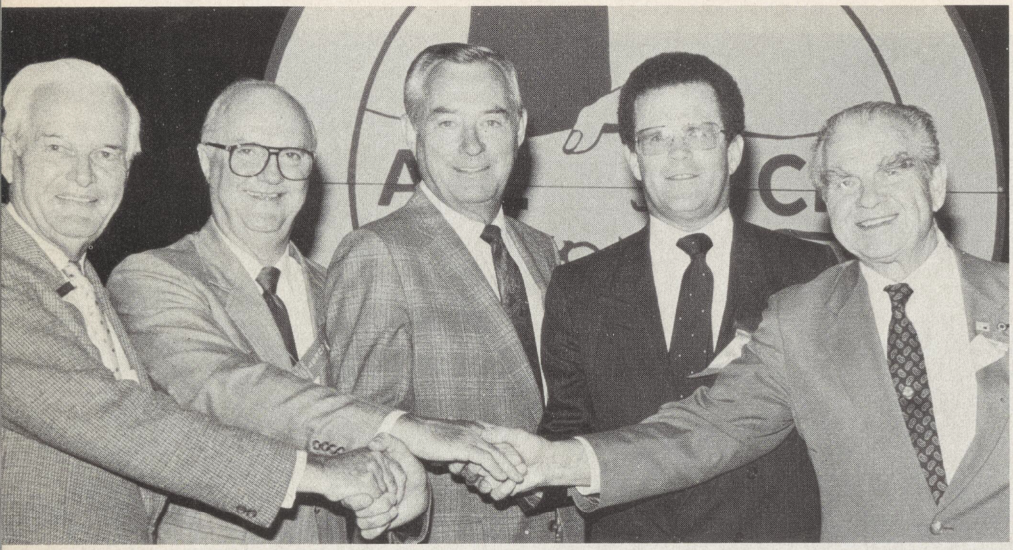
Join us with your generous contributions of money and time.

Commemorating 75 Years of Life!

AMERICAN CANCER SOCIETY

Join us

Teamsters Continue Nationwide Reaffiliation Process with AFL-CIO



Pictured at California State AFL-CIO convention are (from left) State Federation Executive Secretary-Treasurer John Henning, IBT JC38 President Nobby Miller, JC42 President Mike Riley, JC7 President Chuck Mack, and State Federation President Al Gruhn.

Teamster International Vice President Michal J. Riley, who is also the president of Joint Council 42, Los Angeles, California, was elected and sworn in recently as vice president-at-large to the AFL-CIO's California Federation.

Riley addressed the AFL-CIO delegates at the 17th biennial convention of the Federation, saying, "We're back and damn glad to be back. I am happy, with my two other joint council presidents (in California), to tell you we are coming back into the state AFL-CIO. I assure you we are team players, and we will do everything we can to enhance this organization which, in turn, then enhances our organization."

Riley was followed to the podium by Chuck Mack, president of Northern California Joint Council 7, and Norbert (Nobby) Miller, president of Central California Joint Council 38, who both praised the move to reaffiliation.

In early October, Joint Council 42 delegates overwhelmingly voted to reaffiliate with the State Federation and assessed themselves a special capita tax increase to fund the alignment.

Votes on the reaffiliation issue were expected later this year from delegates in Joint Councils 7 and 38 and all three councils would complete the move in early 1989.

Riley is also secretary-treasurer of Los Angeles-based Local 986, which previously affiliated with the State Federation.

Edgar (Ed) Scribner, a longtime Teamster and former Joint Council 43 Legislative and Research director, was also recently elected as president of the Metropolitan Detroit AFL-CIO.

This election followed the reentry of the IBT and the United Auto workers into the Metro Detroit AFL-CIO, making this central labor body one of the largest in the United States with more than 350,000 members. It is also the first time that a Teamster has been chosen as the president.

Additionally, Tony Judge, secretary-treasurer of Teamster Local 706, Chicago, Illinois, was elected to serve as a vice president of the Illinois State AFL-CIO at its recent convention in Rosemont, Illinois.

METROPOLITAN DETROIT
AFL-CIO
AFL-CIO COUNCIL

Pictured at Detroit AFL-CIO convention are (from left) Lugen Nelson, UAW; Gloria Cobbin, AFSCME; Ed Scribner, IBT; Frank Garrison, president, Michigan AFL-CIO; and Tom Turner, secretary-treasurer, Michigan AFL-CIO.

PEACE
on
EARTH

Season's Greetings

from the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, AFL-CIO.

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WELDON L. MATHIS
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